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REPORTS OF THE IMMIGRATION COMMISSION

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IMMIGRANTS IN INDUSTRIES

(IN TWENTY-FIVE PARTS)

PART 25: JAPANESE AND OTHER IMMIGRANT RACES IN THE PACIFIC COAST AND ROCKY MOUNTAIN STATES

(IN THREE VOLUMES: VOL. III)

DIVERSIFIED INDUSTRIES

Presented by MR. DILLINGHAM

June 15, 1910.—Referred to the Committee on Immigration
and ordered to be printed, with illustrations

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THE IMMIGRATION COMMISSION.

Senator WILLIAM P. DILLINGHAM, *Chairman.*
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Senator ANSELM J. McLAURIN.[b]
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C. S. ATKINSON.

Chief Statistician:

FRED C. CROXTON.

Extract from act of Congress of February 20, 1907, creating and defining the duties of the Immigration Commission.

That a commission is hereby created, consisting of three Senators, to be appointed by the President of the Senate, and three Members of the House of Representatives, to be appointed by the Speaker of the House of Representatives, and three persons to be appointed by the President of the United States. Said commission shall make full inquiry, examination, and investigation, by subcommittee or otherwise, into the subject of immigration. For the purpose of said inquiry, examination, and investigation said commission is authorized to send for persons and papers, make all necessary travel, either in the United States or any foreign country, and, through the chairman of the commission, or any member thereof, to administer oaths and to examine witnesses and papers respecting all matters pertaining to the subject, and to employ necessary clerical and other assistance. Said commission shall report to Congress the conclusions reached by it, and make such recommendations as in its judgment may seem proper. Such sums of money as may be necessary for the said inquiry, examination, and investigation are hereby appropriated and authorized to be paid out of the "immigrant fund" on the certificate of the chairman of said commission, including all expenses of the commissioners, and a reasonable compensation, to be fixed by the President of the United States, for those members of the commission who are not Members of Congress; * * *.

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[a] Died February 20, 1908.
[b] Appointed to succeed Mr. Latimer, February 25, 1908. Died December 22, 1909.
[c] Appointed to succeed Mr. McLaurin, March 16, 1910.

LIST OF REPORTS OF THE IMMIGRATION COMMISSION.

Volumes 1 and 2. Abstracts of Reports of the Immigration Commission, with Conclusions and Recommendations and Views of the Minority. (These volumes include the Commission's complete reports on the following subjects: Immigration Conditions in Hawaii; Immigration and Insanity; Immigrants in Charity Hospitals; Alien Seamen and Stowaways; Contract Labor and Induced and Assisted Immigration; The Greek Padrone System in the United States; Peonage.) (S. Doc. No. 747, 61st Cong., 3d sess.)

Volume 3. Statistical Review of Immigration, 1819-1910—Distribution of Immigrants, 1850-1900. (S. Doc. No. 756, 61st Cong., 3d sess.)

Volume 4. Emigration Conditions in Europe. (S. Doc. No. 748, 61st Cong., 3d sess.)

Volume 5. Dictionary of Races or Peoples. (S. Doc. No. 662, 61st Cong., 3d sess.)

Volumes 6 and 7. Immigrants in Industries: Pt. 1, Bituminous Coal Mining. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volumes 8 and 9. Immigrants in Industries: Pt. 2, Iron and Steel Manufacturing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 10. Immigrants in Industries: Pt. 3, Cotton Goods Manufacturing in the North Atlantic States—Pt. 4, Woolen and Worsted Goods Manufacturing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 11. Immigrants in Industries: Pt. 5, Silk Goods Manufacturing and Dyeing—Pt. 6, Clothing Manufacturing—Pt. 7, Collar, Cuff, and Shirt Manufacturing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 12. Immigrants in Industries: Pt. 8, Leather Manufacturing—Pt. 9, Boot and Shoe Manufacturing—Pt. 10, Glove Manufacturing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 13. Immigrants in Industries: Pt. 11, Slaughtering and Meat Packing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 14. Immigrants in Industries: Pt. 12, Glass Manufacturing—Pt. 13, Agricultural Implement and Vehicle Manufacturing. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 15. Immigrants in Industries: Pt. 14, Cigar and Tobacco Manufacturing—Pt. 15, Furniture Manufacturing—Pt. 16, Sugar Refining. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 16. Immigrants in Industries: Pt. 17, Copper Mining and Smelting—Pt. 18, Iron Ore Mining—Pt. 19, Anthracite Coal Mining—Pt. 20, Oil Refining. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 17. Immigrants in Industries: Pt. 21, Diversified Industries, Vol. I. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volume 18. Immigrants in Industries: Pt. 21, Diversified Industries, Vol. II—Pt. 22, The Floating Immigrant Labor Supply. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volumes 19 and 20. Immigrants in Industries: Pt. 23, Summary Report on Immigrants in Manufacturing and Mining. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volumes 21 and 22. Immigrants in Industries: Pt. 24, Recent Immigrants in Agriculture. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volumes 23-25. Immigrants in Industries: Pt. 25, Japanese and Other Immigrant Races in the Pacific Coast and Rocky Mountain States. (S. Doc. No. 633, 61st Cong., 2d sess.)

Volumes 26 and 27. Immigrants in Cities. (S. Doc. No. 338, 61st Cong., 2d sess.)

Volume 28. Occupations of the First and Second Generations of Immigrants in the United States—Fecundity of Immigrant Women. (S. Doc. No. 282, 61st Cong., 2d sess.)

Volumes 29-33. The Children of Immigrants in Schools. (S. Doc. No. 749, 61st Cong., 3d sess.)

Volumes 34 and 35. Immigrants as Charity Seekers. (S. Doc. No. 665, 61st Cong., 3d sess.)

Volume 36. Immigration and Crime. (S. Doc. No. 750, 61st Cong., 3d sess.)

Volume 37. Steerage Conditions—Importation and Harboring of Women for Immoral Purposes—Immigrant Homes and Aid Societies—Immigrant Banks. (S. Doc. No. 753, 61st Cong., 3d sess.)

Volume 38. Changes in Bodily Form of Descendants of Immigrants. (S. Doc. No. 208, 61st Cong., 2d sess.)

Volume 39. Federal Immigration Legislation—Digest of Immigration Decisions—Steerage Legislation, 1819-1908—State Immigration and Alien Laws. (S. Doc. No. 758, 61st Cong., 3d sess.)

Volume 40. The Immigration Situation in Other Countries: Canada—Australia—New Zealand—Argentina—Brazil. (S. Doc. No. 761, 61st Cong., 3d sess.)

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Volume 42. Index of Reports of the Immigration Commission. (S. Doc. No. 785, 61st Cong., 3d sess.)

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IMMIGRANTS IN INDUSTRIES.

JAPANESE AND OTHER IMMIGRANT RACES IN THE PACIFIC COAST AND ROCKY MOUNTAIN STATES (IN THREE VOLUMES: VOL. III).

This report, which was prepared under the direction of the Commission by H. A. Millis, superintendent of agents, forms part of the the general report of the Immigration Commission.

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PART I.—IMMIGRANT LABORERS EMPLOYED BY STEAM RAILWAY COMPANIES IN THE PACIFIC COAST AND ROCKY MOUNTAIN STATES.

PART I.—IMMIGRANT LABORERS EMPLOYED BY STEAM RAILWAY COMPANIES IN THE PACIFIC COAST AND ROCKY MOUNTAIN STATES.[a]

CHAPTER I.

INTRODUCTORY.

In the Western Division of the United States the steam railways offer one of the main opportunities for employment. According to the census they employed, in the eleven States and Territories comprising that division, in 1890, 37,287, and in 1900, 51,997, males 10 years of age or over. Owing to the mileage more recently built, the increased traffic, and the larger shops which now obtain, the number of employees is much greater than at any earlier time.

The steam railways in their several departments of work, viz, construction, maintenance of way, bridges and buildings and water service, shops, freight, and operation, offer a great variety of occupations. Many of the laborers are foreign-born, and a large percentage of them receive comparatively low wages.

The nativity of males 10 years of age and over employed by steam railway companies in the Western States, according to the census, is shown for 1890 and 1900 by the following table:

TABLE 1.—*Nativity of males 10 years of age or over employed by steam railway companies in the Western States.*

Year.	Native white.		Per cent foreign white.	Per cent colored.
	Per cent native parents.	Per cent foreign parents.		
1890	40.1	15.4	35.2	9.3
1900	39.2	18.8	28.3	13.7

During the decade 1890 to 1900 the percentage for native-born whites did not materially change, but there was a perceptible decrease in the proportion of foreign white and a corresponding increase in the percentage of colored, this latter group embracing negroes, Chinese, Japanese, and American Indians.

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[a] In the investigation of this subject, personal data were taken for 24,183 railroad employees and testimony was obtained from many railway managers, superintendents, roadmasters, and foremen. One thousand eight hundred and forty-nine slips were collected from laborers engaged in construction work, 7,476 from laborers engaged in maintenance of way, 1,384 engaged in the bridge and building and water-service departments, 10,998 employed in railway shops, 607 in freight departments, and 1,869 in operation.

A more important change, however, is found in the countries from which the foreign-born employees, white and colored, had been drawn. Though the natives born of one native and one foreign-born parent are included with the foreign-born in the figures for the year 1900, that difference only serves to minimize the change which is shown by the following table:

TABLE 2.—*Nativity of foreign-born employees.*

[Including in 1900 the native-born of one foreign-born parent.]

Year.	Ireland.	Great Britain and Canada.	Germany.	Scandinavia.	Other countries.
	Per cent.	*Per cent.*	*Per cent.*	*Per cent.*	*Per cent.*
1890	20.9	18.4	7.9	13.7	39.1
1900	20.4	17.3	9.0	9.0	44.2

According to these figures, in 1890, 60.9 per cent of the foreign-born were from northern European countries and Canada; in 1900 only 55.8 per cent. The explanation of this relative decrease is found in the influx of Japanese and Italians. The 6,351 Japanese employed in 1900 were 20.3 per cent of all the foreign-born; the 2,388 Italians 7.6 per cent. In 1890 no Japanese and very few Italians were employed by the railroads in the West.

For information concerning the changes which have occurred since 1900 it will be necessary to await the results of the next census. There can be no doubt, however, that changes similar to those which occurred between 1890 and 1900 have taken place.

Of the 24,183 employees of steam railroad companies for whom data were collected in this investigation, 6,560, or 27.1 per cent, were native-born of native father; 3,326, or 13.8 per cent, native-born of foreign father; while 14,297, or 59.1 per cent, were foreign-born. It must not be concluded that the proportions of these groups have changed to the extent indicated by the percentages given. Officials, foremen, and the office force have not been included in the figures. Furthermore, the three groups, based upon nativity, differ greatly from one department to another and the number of persons for whom data were collected are not distributed among those departments in the proper proportions. Leaving out construction work done by contractors, and weighting so as to give the several other departments due emphasis, the percentage for the foreign-born is about 50. Making allowance for the classes omitted in the collection of data, it would appear that the percentage of foreign-born among steam-railroad employees is between 45 and 50, or considerably larger than in 1900.

With this comment to avoid misconstruction, the following table, showing the number of persons for whom data were collected in each division of railway employment, the percentages of native-born of native father, of native-born of foreign father, and of foreign-born, is presented.

TABLE 3.—*Number and per cent of male employees in each division of railway employment for whom information was secured, by general nativity.*

	Native-born of native father.	Native-born of foreign father.	Foreign-born.	Total.
Construction:				
Number	237	154	1,458	1,849
Percentage	12.8	8.3	78.9	....
Maintenance:				
Number	374	175	6,927	7,476
Percentage	5.0	2.3	92.7	....
Shops:				
Number	3,729	2,279	4,990	10,998
Percentage	33.9	20.7	45.5	....
Bridges and buildings:				
Number	654	258	472	1,384
Percentage	47.2	18.6	34.1	....
Freight:				
Number	225	95	287	607
Percentage	37.1	15.6	47.3	....
Operating:				
Number	1,341	365	163	1,869
Percentage	71.8	19.6	8.6	....
Total number	6,560	3,326	14,297	24,183
Percentage	27.1	13.8	59.1	....

The changes in the races employed will be discussed, in as much detail as the available data will permit, in the different parts of the report to follow. Because of important differences in the classes of men employed, the wages they receive, and the conditions under which they work, the six departments mentioned will be dealt with separately in turn.

CHAPTER II.

MAINTENANCE OF WAY.

[For General Tables, see pp. 455 to 472.]

In maintenance of way the vast majority of the laborers are foreign-born single men or men whose wives are abroad, who have immigrated to the United States in recent years and are still aliens. This is not true, however, of those who have risen to the position of track foremen.

The great majority of the foremen are Americans and north Europeans. Of 624 noted, 314, or one-half, were native-born; 112 were Irish, and 39 were English-speaking immigrants other than Irish. Thirty-six were Scandinavians and 24 were Germans. Of Austrians there were but 4, of Greeks but 17, of Italians 38, of Mexicans 7, of Japanese 14. The number of Japanese is considerably larger than the figures would indicate, however, for three or four railroad companies are employing them in considerable numbers, either as foremen or subforemen.

In one of the foregoing tables (Table 3) it was shown that 92.7 per cent of the section hands and track walkers for whom data were collected were foreign-born, while only 7.3 per cent were born in the United States. The percentages for persons native-born of native father and native-born of foreign father were 5 and 2.3, respectively.

The distribution of the foreign-born by races is shown in General Table 1. However, little significance can be attached to the proportions of the races as reported there. The true proportions are very much better shown, though roughly, by statistics furnished by nine of the important railway companies operating in the West, for common laborers employed in the maintenance of way departments. The only important line running east and west not included among the nine is the Chicago, Burlington and Quincy. The Moffat, the Western Pacific, and the Milwaukee, St. Paul and Puget Sound railroads are not included, but the first is not important and the other two are not yet in operation. The figures as given by the managers of the several companies are presented in the table following.

TABLE 4.—*Common laborers employed in the maintenance of way departments of nine railway companies, by race.*

Race.	Southern Pacific,[a] May 1, 1909.	Atchison, Topeka and Santa Fe,[b] May 31, 1909.	San Pedro, Los Angeles and Salt Lake, July, 1909.	Union Pacific, July, 1909.	Oregon Short Line, May 31, 1909.	Denver and Rio Grande, July 1, 1909.	Oregon Railroad and Navigation Co., April, 1909.	Northern Pacific,[c] June 1, 1909.	Great Northern,[d] July, 1909.
American	1,877	(e)	(e)	421	399	282	(e)	(e)	(e)
American Indian	2	33							
Chinese	206				68			132	
East Indian	24				30		14	5	
Greek	2,456	(e)	75	2,769	794	771	(f)	45	743
Italian, North and South	1,815	(e)	15	716	357	253	[f] 990	894	851
Japanese and Korean	806		459	608	779	99	357	444	215
Mexican	2,714	2,599	397	53	3	296			
Miscellaneous white	2,602	40	760	868	310	90	567	1,656	1,070
Total	12,502	2,672	1,706	5,435	2,740	1,791	1,928	3,176	2,879

[a] Includes lines in Oregon and Salt Lake division.

[b] West of Albuquerque.

[c] West of Paradise, Mont.

[d] On Spokane and Cascade divisions only.

[e] Included in "Miscellaneous white."

[f] North and South Italians and Greeks not separately reported.

With one correction these data are thought to show approximately the true proportions of the several races. The exception to be noted is that the figure reported for Japanese (3,843) is too small. The statistics were given for April, May, June, or July, as the case may be, when a great many Japanese had temporarily left the employ of the railroad companies for work in the sugar-beet fields, fisheries, and elsewhere. During the autumn and winter months the number would be much larger, perhaps 6,000.

The data as given may be summarized in the following form:

Table 5.—*Total number and per cent of common laborers employed in the maintenance of way departments of nine railway companies, by race.*

Race.	Number.	Per cent of total.	Race.	Number.	Per cent of total.
American Indian	35	0.1	Mexican	5,972	17.1
Chinese	406	1.2	Other white	10,944	31.3
East Indian	73	.2	Total	34,919	100.0
Greek and Italian	13,594	38.9			
Japanese and Korean	3,895	11.2			

The details were reported by four of the large companies, reporting 22,558 common laborers, in such form that they may be presented in greater detail. Grouping the four, we have the following results:

Table 6.—*Total number and per cent of common laborers employed in the maintenance of way departments of four railway companies, by race.*

Race.	Number.	Per cent of total.	Race.	Number.	Per cent of total.
American	2,969	13.16	Japanese and Korean	2,380	10.55
American Indian	2	.01	Mexican	2,976	13.19
Chinese	274	1.21	Miscellaneous white	3,862	17.12
East Indian	54	.24	Total	22,558	100.00
Greek	6,790	30.10			
Italian, North and South	3,251	14.41			

But the percentages given here can not be followed implicitly. The term "American," as used by railway managers, usually embraces the native-born and all English-speaking immigrants. They are a very small percentage of the common laborers engaged in maintenance of way work. Their number is exceeded by that of the Italians, who, with the still more numerous Greeks, perhaps constitute about 40 per cent of the section men and track walkers. The "miscellaneous whites," chiefly non-English-speaking Europeans and a good share of them coming from Austria-Hungary, are more numerous than the English-speaking element. The Mexicans constitute close to one-sixth of the whole, and the Japanese and Koreans (usually no distinction is made between them) normally perhaps between one-seventh and one-sixth. The Chinese are about 1 per cent of the total, while the American Indians, East Indians, Turks, Syrians, and other races reported are almost negligible. The history of the employment of the various races will be given below.

As stated above, most of the foreign-born engaged in maintenance of way work are recent immigrants. For the years foreign-born persons have been in the United States, by sex and race of individual, reference is made to General Table 2. The purposes of the text will be better served, however, by presenting the more important data in summarized form. The table following shows the number of each race represented by 40 members, the percentage of those who have been in the United States less than five years, from five to nine years, and ten years or over, together with the total number of foreign-born and the corresponding percentages.

TABLE 7.—*Per cent of foreign-born male persons engaged in maintenance of way who have been in the United States each specified number of years, by race.*

Race.	Number employed.	Per cent in United States each specified number of years.		
		Under 5.	5 to 9.	10 or over.
Bulgarian	66	97.0	1.5	1.5
Croatian	46	69.6	28.3	2.1
English	59	25.4	23.8	50.8
German	71	12.7	9.9	77.5
Greek	1,126	80.2	19.1	.7
Irish	173	15.6	6.4	78.0
Italian, North	714	66.5	25.5	8.0
Italian, South	460	63.3	25.2	11.5
Japanese	987	60.0	33.4	6.6
Korean	74	86.5	10.8	2.7
Mexican	2,487	71.5	17.1	11.4
Norwegian and Swedish	119	19.3	11.8	68.9
Austrian, race not specified	147	85.0	12.9	2.0
All races	6,866	66.3	20.4	13.3

Of 6,866, 66.3 per cent, or almost two-thirds, had been in the United States less than five years, 86.7 per cent, or almost seven-eighths, less than ten years, while only 13.3 per cent had been in the United States ten years or more. Taking these 66.3 per cent who had been here less than five years, 10.9 had been in the country less than one, 21.7 less than two, 40.6 less than three, 56.4 less than four, and only 9.9 per cent between four and five years. The small percentages for those who had been here less than one year and between one and two years are partly explained by the limitations placed upon the immigration of Japanese, partly by the industrial depression which had affected the normal flow of immigrants from Europe and Mexico.

Noting briefly the several races, we find that the great majority of the English, Irish, Germans, Norwegians, and Swedes have been in the United States five years or more, and that from one-half to almost four-fifths have been in the country for ten years or over. On the other hand, 60 per cent of the Japanese, 86.5 per cent of the Koreans, 63.3 per cent of the South Italians, 66.5 per cent of the North Italians, 71.5 per cent of the Mexicans, 80.2 per cent of the Greeks, 69.6 per cent of the Croatians, 97 per cent of the Bulgarians, and 85 per cent of the Austrians, race unspecified, have been here less than five years. The percentages of these races who have been here ten years or over are all well under ten, save for the South Italians and Mexicans, where they are slightly in excess of that figure.

Of the 7,476 reported as engaged in maintenance of way work, 4,553, or about 61 per cent, have been in the United States less than five years, and could not, therefore, with very few exceptions, have become citizens of the United States. But many more, either because of ineligibility (e.g., the Japanese, Koreans, and East Indians), disinclination, or ignorance of American institutions or the English language, or for a combination of these reasons, have not become citizens by process of naturalization.

Of 1,006 foreign-born males 21 years of age or over when coming to the United States, who have been here for five years or longer, and who are eligible for citizenship, 134 have become naturalized, 86 have taken out first papers only, while 786, or 78.1 per cent, are aliens. The details for the several races, grouped according to native language and residence, are presented in the following table:

TABLE 8.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race.*

Race.	Number reporting complete data.	Aliens.	Having first papers only.	Having second papers.
English-speaking:				
Canadian (other than French)	17	7	3	7
English	27	14	2	11
Irish	54	11	5	38
Scotch	8	4	1	3
Welsh	1	1		
Total	107	37	11	59
North European:				
Danish	6	1		5
Dutch	4	1		3
Finnish	6	2	3	1
French	9	3	1	5
German	36	9	4	23
Norwegian	14	4	4	6
Russian	4	1	3	
Swedish	24	4	8	12
Total	103	25	23	55
South European:				
Greek	125	120	5	
Italian, North	138	110	21	7
Italian, South	106	91	11	4
Portuguese	7	3	2	2
Spanish	3	2	1	
Total	379	326	40	13
Races from Austria-Hungary and neighboring countries:				
Bohemian and Moravian	2		1	1
Bosnian	4	3	1	
Bulgarian	2	2		
Croatian	6	6		
Dalmatian	1			1
Magyar	2	1		1
Polish	6	3	2	1
Servian	5	4	1	
Slovenian	2	2		
Austrian (race not specified)	13	13		
Total	43	34	5	4
Mexican	368	360	5	3
Miscellaneous:				
Hebrew (other than Russian)	1	1		
Icelanders	3	2	1	
Swiss (race not specified)	1		1	
Syrian	1	1		
Total	6	4	2	
Grand total	1,006	786	86	134

The aliens among the English-speaking races are 34.6 per cent, among the non-English-speaking north Europeans 24.3 per cent, among the south European races 86 per cent, among the various races from Austria-Hungary 79.1 per cent, and among the Mexicans 97.8 per cent.

Of 7,347 laborers engaged in maintenance of way, 4,163 are single, 156 widowed, and 3,028 married. Separated on the basis of nativity, we have the following result:

Nativity.	Single.	Married.	Widowed.	Total.
Native-born	324	187	36	547
Foreign-born	3,839	2,841	120	6,800

While about 42 per cent of the foreign-born are married, most of them are in the position of single men, for of the 2,841 wives only 1,152 were reported as being in the United States. Or, to put it in another way, of 6,800 foreign-born laborers, only 1,152, or less than 1 in 6, are accompanied by their wives. Their competitive ability is greatly affected by that fact.

As would be expected, the percentage of wives who have accompanied their husbands to the United States varies greatly among the races. The Greeks, the Japanese, and Koreans, and the various races coming from Austria-Hungary are, for the greater part, not settlers, but migratory laborers. Furthermore, they have immigrated to the United States recently, and the expense of transportation is large as compared to their wealth. For these reasons they are practically unaccompanied by wives. The same is true to a less extent of the South Italians, though they have been coming to the United States during a longer period of time. The North Italians, the English-speaking people, and the north Europeans, on the other hand, are for the most part settlers. They are generally accompanied by their wives or soon send for them. In this fact is found one reason why so few of these races, the North Italians excepted, are found in maintenance of way work. More than one-half of the Mexican wives are reported as being in the United States. A considerable percentage of these married Mexicans are permanently settled in the United States, and the comparatively small outlay involved and the assistance received from the railway companies, mentioned later, makes it possible for the wives to accompany their husbands who come here temporarily in search of employment. Furthermore, the conditions under which section hands live are less uninviting to the Mexican women than to the women of any other race.

The more important of the details relative to conjugal condition and residence of wife are presented in the tables following. Full details are given in General Tables 4 and 5. The relation of conjugal condition and residence of wife to the conditions under which these men live and work will be discussed later.

TABLE 9.—*Conjugal condition of foreign-born male employees, by race group.*[a]

Race group.	Number reporting complete data.	Single.		Married.		Widowed.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
English-speaking[b]	302	231	76.5	59	19.5	12	4.0
North European, non-English-speaking[c]	276	183	66.3	81	29.3	12	4.3
South European[d]	2,207	1,422	64.4	759	34.4	26	1.2
Races from Austria-Hungary and neighboring countries[e]	341	207	60.7	130	38.1	4	1.2
Mexican[f]	2,507	1,131	45.1	1,324	52.8	52	2.1
Asiatic[g]	1,058	601	56.8	445	42.1	12	1.1
Total	6,691	3,775	56.4	2,798	41.8	118	1.8

[a] Not including the following races: Canadian (French), Chinese, Hebrew (other than Russian), East Indian, Icelander, Polish, Portuguese, Spanish, Syrian, Turkish, West Indian (other than Cuban), Belgian (not specified), Swiss (not specified), and Australian (not specified).

[b] Canadian (other), English, Irish, Scotch, and Welsh.

[c] Danish, Dutch, Finnish, French, German, Norwegian, Russian, and Swedish.

[d] Greek, Italian (North), and Italian (South).

[e] Bosnian, Bulgarian, Croatian, Dalmatian, Herzegovinian, Lithuanian, Magyar, Montenegrin, Roumanian, Servian, Slovak, Slovenian, and Austrian (race not specified).

[f] Mexican.

[g] Japanese and Korean.

TABLE 10.—*Location of wives of foreign-born husbands, by race of husband.*[a]

Race of husband.	Number reporting complete data.	Reporting wife in United States.	
		Number.	Per cent.
English-speaking	59	56	94.9
North European, non-English-speaking	79	71	89.9
South European	727	246	33.8
Races from Austria-Hungary and neighboring countries	110	3	2.7
Mexican	1,324	770	58.2
Asiatic	440	6	1.4
Total	2,739	1,152	42.1

[a] Not including the following races: Chinese, Hebrew (other than Russian), East Indian, Icelander, Polish, Portuguese, Spanish, Syrian, Turkish, Australian (race not specified), and Belgian (race not specified).

The Atchison, Topeka and Santa Fe Railway Company is at present one of the largest employers of Mexican laborers. Until some ten years ago it employed miscellaneous whites, Indians, and Mexicans (largely native or "New Mexicans"), and some Chinese. The Chinese became scarce and rapidly withdrew from railroad work for agricultural and other pursuits, while the "whites" easily found employment elsewhere which would pay them better wages than those which are commanded by section men. The Indians were unsteady and prone to leave employment after a short time. Consequently it became necessary for the Santa Fe to find a new class of laborers. Contracts were made with "bosses" for the employment of Japanese, and by 1900 they constituted three-fourths of the employees on that part of the road which traverses Arizona and New Mexico. In California, on the other hand, no Japanese were regularly employed until somewhat later.

The races employed and wages paid in 1900, the data for the three branches of the road being grouped, are shown in the table next presented.

ABLE 11.—*Number of common laborers employed by the Atchison, Topeka and Santa Fe Railway earning each specified rate per day, by race.*

Race.	$1.75 per day.	$1.25 per day.	$1.10 per day.	Total.
hite	33	243	....	276
iatics	....	....	456	456
dians	....	39	....	39
xicans	1	156	....	157
Total	34	438	456	928

Though the Japanese were at this time the lowest-paid laborers, ey were less strong and less satisfactory than the Mexicans. Fur-ermore, they were unsuited to the climate and unsatisfactory in her ways, with the result that a couple of years later a contract as made with the Holmes Supply Company to furnish Mexicans. hey were drawn largely from El Paso and were paid $1 per day. ince then, with the exception of eight months in 1905 and a few onths a year later, when some hundreds of Japanese were again nployed, practically all common laborers employed by the Santa Fe the maintenance of way west of Albuquerque have been Mexicans. nd with the exceptions that all were paid $1.25 during the years 906–7, and that a few on one division of the road have been paid at rate more recently, they have worked for $1 per day.[a] The verage daily wage of all races regularly employed in section work 1900 was $1.227; in 1909, $1.172. Most of the trackwalkers are lso Mexicans, their wage being $1.25 per day.

The Southern Pacific system at present employs Mexicans almost xclusively as section hands on its "southern route," while else-here various white races and Asiatics are employed. Behind this ifference there is a difference in history which makes it desirable to iscuss the system in its several parts.

Except on the California divisions, the section hands on the southern oute, ending at Los Angeles, have always been for the greater part Iexicans, though Chinese and Indians were employed for a time and were Japanese for a period of several months. Within California, owever, for a few years after the road was built (some thirty years go), native whites and Irish were very largely employed. They hen were displaced by Chinese working for lower wages. In 1900 he Chinese still employed were paid $1 per day. But by the later ineties, few Chinese were engaged in railroad work. According to ne authority (Industrial Commission, Vol. XV, p. 750), the Southern acific in 1900 employed only 436—317 in California and 119 outside f that State. As they retired their places were filled largely by Iexicans, though in later years some Japanese, Italians, and Greeks ave been employed. Very recently the Japanese have all but dis-ppeared. The Italians and Greeks, who were paid $1.50 in 1902 nd $1.60 at present, have never been numerous. The Mexicans ave long been in the vast majority and, with the exception of a short me before the panic of 1907, when they received $1.25, have been aid $1 per day.[b] Many of them also serve as trackwalkers, for which they are paid $1.25, while "white men" have received $1.50 per day for the same work.

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[a] The wage was again advanced to $1.25, November, 1909.

[b] Increased to $1.25 in November, 1909.

The Central Pacific "branch" was completed in 1869. For twenty years the section hands in Nevada and Utah were for the most part Americans, Irish, and Chinese. The Americans and Irish, according to one authority, were paid about $2 and the Chinese $1 per day. During the nineties all of the races mentioned gradually withdrew from this branch of employment, being replaced by Italians at $1.50 per day and Japanese at $1.10. From 1895, when they were first employed, till 1901, the Japanese preponderated. In 1901, however, they were replaced for a time by Greeks—at $1.60 per day, it is said—but the change proving to be unsatisfactory, Japanese were again employed at $1.37 to $1.47 per day. Since then they have practically "manned" this part of the company's road. However, the 1,000 Japanese employed in 1906 decreased to 900 in 1908, and to some 700 at the beginning of 1909. The vacancies have been filled by employing more Italians. The Japanese are now paid $1.40 per day. While some of the Italians have been paid $1.50 per day, the majority of them have received the same wage as the Japanese.

On one route in California where the road has been operated for some thirty years, Irish in the main were employed for a few years. They were then displaced by Chinese. But there, as elsewhere, the Chinese gradually became insufficient in number, and by the end of the nineties were supplemented by Mexicans and Japanese. In 1900 the Chinese, Japanese, and Mexicans are reported to have received $1 per day. A few years later Greeks were added and still more recently Russians. The Mexicans and Greeks—the one at $1 per day, the other at $1.60—are now being employed rather than Japanese and Russians at $1.35 and $1.60, respectively.

Elsewhere in California (the southern route also being excepted) the history has been practically the same, except that Italians and Greeks during the last ten years have come to predominate, as against the Chinese at $1.10 and the Japanese, who in 1900 were paid $1, prior to the panic of 1907 $1.35, but at the present $1.25. The Italians, Greeks, and other white races are paid $1.60 and, in the snowsheds, $1.70 or $1.80 per day.

The Union Pacific has been operated for more than forty years. Until after the middle of the nineties the great mass of the common laborers employed were Americans, Irish, and north Europeans. Then with the expansion of business the wage they had been receiving ceased to be attractive to them and their places were filled largely by Italians. Later Greeks, Austrians, and Japanese were employed, most of the latter working in Utah and Wyoming. The first Japanese were employed in 1900, the wage being $1.20 per day. For a few years they did most of the section work on the Union Pacific in Wyoming and Utah, some 600 being employed there in 1904, 1,000 in 1905, 1,400 in 1906, 1,200 in 1907, 900 in 1908. In spite of the fact that their wages have been increased to $1.45 per day—the wage received by Greeks, Italians, and Austrians—many of them have been attracted to agriculture and trade. Their places have been filled very largely by Greeks at the same wage.

Until ten years ago the Oregon Short Line likewise employed a large number of native whites and Irish as section men. At the same time some Chinese were employed and from 1891 a constantly increasing number of Japanese. This company was one of the first to employ Japanese in that capacity, some 100 being substituted for an equal number of Chinese. According to one authority both races were paid the same—$1.10 per day—but in 1895 the wage for Japanese was $1 per day.

During the past ten or fifteen years most of the natives and Irish have left the employ of the Oregon Short Line. The Chinese have also diminished in number, only 68 being reported as employed at common labor, May 31, 1909. The places vacated were filled by an increasing number of Japanese and Italians, Greeks, and Austrians. While in 1896 about 600 Japanese were so employed, in 1905 there are said to have been an average of 1,052; in 1906, 1,221; in 1907, 1,049; in 1908, 782, or approximately two-fifths of the entire number for the years 1905 to 1907. Their wages were gradually increased until they have been the same as for Italians and Greeks since 1907. Previous to that date they were usually 30 cents per day less. The increase in the number of Greeks, Italians, and Austrians has been gradual until now (May 31, 1909) they aggregate 1,318, or almost 50 per cent of the total number of laborers in the maintenance-of-way department. From 1897 to 1902 these races were paid $1.50 per day; then their wage was increased to $1.60. In 1908 it was $1.40, the same as for all other white laborers. In 1909 it was raised to $1.60. It is this low wage as compared to the higher wages to be earned in other pursuits—pursuits which were calling for more and more laborers—and the manner of living that have caused the number of English-speaking laborers to diminish. Fewer such men applied for work; their places were taken by non-English-speaking immigrants. It seems, too, that the others have been employed only after all the Japanese who could be supplied have been set at work.

The changes which have taken place in the races employed as common laborers by the Oregon Railroad and Navigation Company during the past ten years may be shown by a comparison of the table presented earlier in this report and the following based upon tables published by the Industrial Commission.[a] The figures given for the many races employed in 1900 may be grouped as follows:

Americans	1,656
Other English-speaking persons	560
Germans	198
Scandinavians	227
Chinese	150
Japanese	313
Others	77
Total	3,181

Assuming the correctness of the figures given, something more than 83 per cent of the employees were "whites," other than Greeks, Italians, and Austrians, who numbered only 7, while 14.5 per cent were

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[a] Industrial Commission, Report, Vol. XV, p. 751.

Asiatics. In 1909, on the other hand, the whites other than Italians and Greeks (that is including Austrians) were a little more than 30 per cent of the total, the Greeks and Italians something more than 48 per cent, and the Asiatics over 20 per cent. Thus the southern Europeans had largely replaced the Americans and north Europeans. The wages for such laborers, which were reported as $1.40 for Americans in 1900, have increased about 10 per cent during the decade. Both the number of Japanese employed and their wages have varied considerably. The Japanese, paid $1.05 in 1897 and $1.10 in 1900, were receiving $1.50 in 1907. Their wage was then reduced to $1.20 per day, but recently it has been increased to $1.35. In spite of the good wages paid, the number of Japanese employed has diminished for some years. The following figures are approximately correct for the number of Japanese employed by the Oregon Railroad and Navigation Company as common laborers for the years specified: 1905, 793; 1906, 685; 1907, 626; 1908, 550; 1909, 430.

The greater part of the history of labor in the maintenance of way of the Northern Pacific and Great Northern Railways is the same. The one railroad was completed about 1886, the other about 1892. Until the later nineties their section men were largely English-speaking persons, Scandinavians, and Germans. At that time there were many immigrants from northern, and comparatively few from southern, Europe. Late in the decade, however, both Japanese and Italians became numerous and were given employment, and during the past few years various Austrian races and Greeks have been added as the older races, in point of employment, have withdrawn for more remunerative and more agreeable work, especially in the lumber industry and agriculture and fruit growing. The first Japanese were employed by the Northern Pacific in 1896; by the Great Northern in 1898. For several years both railroads have employed a great many in Washington and Montana. They have employed most of the men supplied by the Oriental Trading Company for railroad work. The following figures are approximately correct as averages of the number of men supplied for such work by that company: 1898, 200; 1899, 600; 1900, 2,145; 1901, 1,199; 1902, 1,082; 1903, 1,069; 1904, 1,515; 1905, 1,372; 1906, 1,824; 1907, 2,295; 1908, 1,936.

The wage paid to Japanese advanced from 10 and 12 cents per hour in 1898 and 12 cents in 1900, to 13 and 15 cents per hour paid for some years prior to 1907, a double scale usually being employed. Then, because of the panic, the wages were reduced to 11½ and 13 cents per hour. At present they vary from $1.20 to $1.40 per day. At all times the Japanese received the lowest wage paid by these companies excepting the few Chinese who have remained. While the Japanese were paid $1 per day, the Italians received $1.25. A similar difference has obtained more recently. At present the Greeks, Austrians, and Scandinavians are generally paid $1.50 per day.

Most of the other railroads operated in the West have been built in recent years and call for little comment.

The San Pedro, Los Angeles and Salt Lake Railway has employed various races in about the proportions shown in the foregoing table. Mexicans are employed almost exclusively on the southern end of the road at $1 and, in the desert, $1.25 per day, while on the remainder of the road, Japanese, Greeks, Italians, Austrians, and other white races are all employed at the same wage—$1.45 for regular section work and $1.60 in the extra gangs.

The Sante Fe, Phoenix and Prescott, which has been in operation for some fifteen years, has always employed a few "miscellaneous whites" and more Mexicans. The wage paid was at first 15 cents per hour, but because of the abundance of Mexican labor it was later reduced to 13½ cents. The El Paso and Southwestern has used Mexicans only during the seven years of operation. Their wages were $1.25 per day until 1907, when they were reduced to $1. The Tonopah and Tidewater, in operation only a few years, employs Mexicans and a few miscellaneous whites. At first they were all paid $2.25 per day, but, because the Mexicans were less efficient, their wage was later reduced to $1.75, the highest wage then paid by any railway company. The Maricopa, Phoenix and Eastern employs Mexicans, paying them the usual $1 per day.

The bearings of the details given above, supplemented by other information, may be indicated in general form. Except on the railroads built in the West within the past ten or fifteen years the vast majority of the men first employed as section hands were native and other English-speaking whites, supplemented in the Northwest by non-English-speaking north Europeans. Many Chinese were employed on some of the roads and almost every road employed some as common laborers. The wages of Chinese were $1 to $1.10 and therefore much less than those paid to white men. During the nineties most of the Americans and north Europeans found more attractive and remunerative employment elsewhere, in the lumber mills, on the farms, and in various city trades. Wages were not raised in order to retain them, for other and usually cheaper men were at hand to fill their places. The Chinese, too, became fewer because of exclusion legislation, while many retired from railroad work to enter agriculture or the city trades, with the result that for ten years they have been an unimportant element in the common labor supply available for railroad work. In 1900 only 668 are reported by the census as being employed by railways in their various departments. The races which filled the places thus vacated and the many new ones created by an increasing mileage and a greater number of maintenance-of-way employees per mile of roadway were Japanese, Italians, Greeks, Austrians, and a comparatively few Koreans, East Indians, and Turks.

The first Japanese in railroad work were employed by the Oregon Short Line in 1891 or a little earlier. Soon they were introduced by the Oregon branch of the Southern Pacific, the Oregon Railroad and Navigation Company, the Chicago, Burlington and Quincy, the Northern Pacific, and the Great Northern, and by 1900 they were on every railroad of importance in the West, and, with very few exceptions, in as large numbers as could be supplied. At present they are employed by every road except those operating in southern California, Arizona, and New Mexico, where Mexicans are employed almost to the exclusion of other races. But in most cases where employed the Japanese are not in the majority and the total number now employed in railroad work is smaller than formerly. It is impossible to say when the number employed was largest. According to the census, 6,351 were employed in 1900, and practically all of them were section hands. In 1906 the number was certainly in excess of 8,000. To-day a rough estimate arrived at from the figures furnished by the different railroad companies and their employment agencies is 6,500 to 7,000. The decrease is explained largely by the desire of the Japanese to find more remunerative and more agreeable employment. This they have sought in agriculture and the city trades. Though their wages have been increased in some instances, this has not been effective in preventing the movement indicated.

The details given have made it clear that the Japanese at first worked for wages which were much lower than those paid the various white races. In some instances they at first replaced Chinese at the same wage, but, whatever the circumstances, they were invariably low-paid laborers for some years following 1891. As the other classes withdrew during the prosperous years of the later nineties, however, their wages were increased, in one instance rising to $1.35 per day. More recently further increases have been made, the highest point being reached in 1906, when there was the greatest shortage of laborers. Their wages have, however, usually been less than those paid any other race save the Mexican, by whom alone they have been displaced to any extent. The Mexicans are the only race paid a smaller wage. Though instances have been cited where the Japanese are now paid the same wage as Italians and Greeks and even, occasionally, other white races, these instances must be regarded as exceptional. As a general rule they still receive the lowest wage paid save to the few remaining Chinese and the Mexicans.

The Italians were being engaged for work as common laborers at the same time that Japanese were. Most of the railroads of the West which have made use of them at all first employed them during the nineties and usually late in that decade. In some instances they were paid less wages than the white employees they ordinarily replaced or displaced, while in other cases they worked for less. The same differences still exist in the wage scales. The wages for the general class of "white men" on the more important roads are $1.45, $1.50, or $1.60 per day; for Italians they vary from $1.25 to $1.60. Taking six railroads, each employing a large number of Italians, they are paid the same as the general class of "whites" in four cases and less in two.

The Greeks have been introduced in the West as section hands only during the last eight or nine years, and were not numerous until 1906. Like the Italians, they have sometimes received the same as so-called "whites," while in other cases they have worked for less. Taking the six railroads just referred to, the Greeks are paid the same as so-called "whites" in four cases, less in one, and in the remaining case some of them are paid the same while others are paid less. Where both Greeks and Italians are not paid the same as all other whites, the wages paid these races usually differ. In one important instance the Greeks are paid more than the Italians, while in another they are paid less.

During the past few years there has been a large influx of the various Austrian races to the Western States, some of them coming directly from abroad, more of them coming from, or being "recruited" in, the States to the east. Most of them have found employment in the mines and smelters, but a considerable number are working as section hands. In so far as known, except in one unimportant instance, they have received the wage paid to so-called "whites."

The other races mentioned, save the Mexicans, have been unimportant elements in the labor supply. The number of Mexican section hands employed in the Western States has more than doubled since 1900 in spite of the fact that roads, e. g., the Rock Island, operating in other States, have begun to employ them and are paying higher wages. In the West they have usually displaced or replaced cheap labor, and have themselves remained the lowest paid laborers. Though a few small roads pay them more, the great mass of Mexicans have received only $1 save for a short time before 1907, when they were very generally paid $1.25 per day.

Comparing wages of section hands in 1900 with those now paid, white men of all races and Mexicans (in the West) are paid about the same, while Japanese are paid somewhat more—possibly 25 cents per day on the average. That wages did not advance generally is explained by the influx of immigrant laborers.

The wage rates for different races thus disposed of, the earnings per day of persons 18 years of age or over require little discussion. For full details for the maintenance of way employees for whom data were obtained, see General Table 6. Those for the races of numerical importance are given in the table following.

Table 12.—*Per cent of male employees 18 years of age or over earning each specified rate per day, by general nativity and race.**

General nativity and race.	Per cent earning each specified rate per day.		
	Under $1.25.	$1.25 and under $1.50.	$1.50 and over.
Native-born	10.3	5.7	84.0
Foreign-born, by race:			
English	.0	5.4	94.6
German	.0	85.5	14.5
Greek	.0	8.2	91.8
Irish	.0	2.5	97.5
Italian, North	.7	56.7	42.6
Italian, South	.7	56.0	43.3
Japanese	19.0	80.5	.5
Korean	.0	100.0	.0
Mexican	86.1	8.6	5.3
Norwegian	.0	2.5	97.5
Austrian (race not specified)	.0	43.7	56.3

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

After what has already been said, the earnings of only two races require any comment. The fact that 10.3 per cent of the native-born earn less than $1.25 per day is due chiefly to the inclusion of natives of Mexican descent. That 85.5 per cent of the Germans earned less than $1.50 per day is explained by the fact that they were practically all reported by one railway having a wage rate for white laborers slightly under $1.50 per day. These earnings are for the normal day, which is almost universally ten hours. It must be held in mind, too, that practically all section hands and track walkers receive lodging in addition to wages. On the other hand, many of them pay each month to an employment agent a percentage of their earnings as a commission. This will be dealt with in detail later in this report.

Table 13.—*Number and per cent of male employees 18 years of age or over employed as section men and track walkers and receiving each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number receiving each specified amount per day.						Per cent receiving each specified amount per day.					
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.25.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.25.
Native-born	440		45	25	302	30	38	0.0	10.3	5.7	68.6	6.8	8.6
Foreign-born, by race:													
Bulgarian	65			29	36			.0	.0	44.6	55.4	.0	.0
Croatian	46			2	43		1	.0	.0	4.3	93.4	.0	2.2
English	56			3	45		8	.0	.0	5.4	80.3	.0	14.3
German	62			53	1	8		.0	.0	85.5	1.6	12.8	.0
Greek	1,105			91	898	87	29	.0	.0	8.2	81.3	7.9	2.6
Irish	153			4	114	15	20	.0	.0	2.5	74.5	9.9	13.0
Italian, North	660		5	374	177	26	78	.0	.7	56.7	26.8	3.9	11.8
Italian, South	430		3	241	118	27	41	.0	.7	56.0	27.4	6.3	9.5
Japanese	975	4	181	785	4		1	.4	18.6	80.5	.4	.0	.1
Korean	74			74				.0	.0	100.0	.0	.0	.0
Mexican	2,455	1	2,111	210	50	70	13	.0	86.1	8.6	2.0	2.8	.5
Norwegian	40			1	38	1		.0	.0	2.5	95.0	2.5	.0
Russian	23				22		1	.0	.0	.0	95.7	.0	4.3
Swedish	46			3	32	1	10	.0	.0	6.5	69.6	2.2	21.7
Syrian	9				9			.0	.0	.0	100.0	.0	.0
Turkish	19			4	15			.0	.0	21.1	78.9	.0	.0
Austrian (race not specified)	144			63	60	18	3	.0	.0	43.7	41.7	12.5	2.1

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

There has been a change of races employed in maintenance of way work, and the newer races have frequently been paid a lower wage than had been paid the races whom they replaced. But any saving in wages may be more apparent than real, for the changes in races employed have brought with them changes in efficiency and organization.

The English-speaking races formerly employed by most of the railroad companies are invariably regarded as having been more efficient than the races now most generally employed. One native-born road master states that 5 Irishmen could do as much work as 8 Japanese or Mexicans. Another states that 5 Irishmen could do as much work as 8 Greeks and more than 8 Japanese or Mexicans. A third states that 5 Irishmen could do as much as 7 or 8 Chinese, Mexicans, Japanese, or Greeks. An official of considerable experience in these matters says that Americans (of the "good type") and the Irish are as cheap at $2 per day as Mexicans are at $1.

Not to multiply such comparisons, it is universally agreed that the races now employed in large numbers are inferior in certain respects to the natives of the older and nonroving type and the Irish. Speaking of the two sets of races taken collectively, the differences do not lie in industry, tractability, sobriety, or in muscular strength, but rather in intelligence, experience, adaptability, teachability, progressiveness, and knowledge of English, and the consequent smaller amount of supervision required.

Not only did the Irish and the natives once employed in larger numbers do more work than is now done by the same number of men; they also did it better. There was the further advantage that they could be separated to work independently, while most of the present laborers must be set to work in a group under close supervision by the foreman. Again, in several instances it has been found that with the change in races and the consequent loss of efficiency and the increased amount of supervision required, the number and size of gangs have changed so as to require more foremen. Finally, the laborers must be grouped for work according to race, and interpreters are frequently employed at more than the usual wage.

It must not be concluded, however, that these things show permanent deficiencies on the part of the Italians, Greeks, various Austrian races, Mexicans, and Japanese. Most of them have been in the United States but a comparatively short time, and while abroad were engaged, as a rule, in labor of a very different kind. The English, Irish, Scandinavians, and Germans have had a longer time in which to gain experience and qualify for foremanships and to be more efficient laborers.

Comparing non-English-speaking immigrants, we find a great diversity of opinion among road masters and others with regard to their relative worth and even their characteristics.

The superintendent of one railroad company, which employs Japanese, Italians, Greeks, and Austrians, states that of 14 of his road masters 11 preferred Japanese to all others, 2 preferred Italians, and 1 Greeks. No road master prefers the various Austrian races, though they all think well of them. The explanation of the general preference for the Japanese is found in the facts that while the Japanese will not do much more work than the other races mentioned, they require less watching to prevent them from "soldiering"; they are very peaceable and tractable, while the Italians and Greeks are not; the Japanese camps are free from disturbance, while the Italian and Greek camps are the scenes of frequent fights; and the Japanese are the most adaptable of all the races now employed. It is said, too, that the Italians are objectionable because when serving as foremen they are prone to "graft" at the expense of their men, and this undermines good will and destroys discipline.

An official of another road who has had a wide experience in railroad construction and maintenance of way speaks to the same general effect. Of all the races now employed in any considerable number, the Japanese are said to be the best. They learn more quickly than any other race now employed; they are sober, tractable, and industrious. The Austrians are a second choice. The Greeks, on the other hand, are the worst of all, because unruly and untrustworthy. The Italians are objectionable for the same reasons, but less so than the Greeks.

An official of another railway company explains his desire for more Japanese laborers in much the same way. Comparing them with Greeks and Austrians, he says they are more progressive and adaptable, require less supervision, and are more tractable. Yet he adds that they are inferior to the Americans and Irish, who can not be had for the wages now paid, in almost every respect save sobriety.

On the other hand, the general opinion of the road masters on another railroad favors several other races before Japanese. Northern Europeans, of whom many have been employed, and Americans are preferred; after them, Austrians and Russians (of whom there are only a few); then Italians, Japanese, and Greeks, in the order given. The Japanese have at times been intractable, while the others have not. In regard to industry and sobriety they are equal to the Italians, and in adaptability and progressiveness they are superior to them. The Austrians and Russians are preferred to either Italians or Japanese because of their greater strength and tractability. The Greeks are placed last because, it is said, they are lazy and rather deficient in all of the qualities which combine to make desirable employees.

The consensus of opinion on another railway, where all of these races save Greeks have beem employed in large numbers, is to the same effect. The Greeks, it may be added, have seldom been employed, because they are regarded as the least desirable of all.

The Japanese on another railroad were gradually discharged, because "more difficult to satisfy" than the other races. The Austrians, Italians, and Greeks are preferred in the order named.

Taking instances where road masters have had experience with Japanese and Mexicans, along with other races, in almost every case met with the latter are preferred. They are stronger than the Japanese, and are said by most road masters to be superior in every way except in progressiveness and sobriety. In some instances the Japanese have been found to be too "light" for the work. The Mexicans are stronger. In other cases the Japanese were not "suited to the climate," whereas the Mexicans were. Invariably the Mexicans are regarded as being very tractable; in fact, they are noted for their passive obedience. Some road masters state that the Japanese require more supervision because they are "crafty," while a few find that the Mexicans require more supervision because they are lazy. With regard to adaptability and quickness in learning how to do certain things there is more difference of opinion. However, there is a well-nigh universal feeling on the part of those accustomed to Mexican labor that the Japanese "want too much" and are likely to make "organized demands." The Mexicans, on the other hand, are easily satisfied, and there is no fear of concerted action by them.

That the Mexicans are without ambition or much ability is shown by the fact that they seldom become foremen. Many become track walkers at $1.25 per day, but they scarcely ever rise beyond that point. Drunkenness is the Mexicans' great weakness. It is the universal opinion that they are in this respect the worst of all races employed in railway work. Because of it, and want of ambition, or desire to live well, they as a rule work irregularly. In one instance 11 of 35 failed to report for work the next morning after having received their pay checks for $26 or less for the previous month's work. Because of this "laying off" and "quitting work" the pay rolls of one railroad for a month in 1908 showed that 48 men, taken from typical groups, averaged only a little more than 15½ days' work each out of the 26.

The Mexicans are generally preferred to Japanese by those who have employed both races. They are also preferred to Greeks and Italians. Yet they are regarded as inferior to the native whites and Irish in strength and every quality to commend them to employers save tractability. In one instance the wages of Mexicans were reduced because they did not do as much work as the white men, whose rate they had till then been paid. In other instances in the West they are paid less than the miscellaneous white men employed, partly because they accomplish less.

Few of the road masters now employed have had much experience with the Chinese. Those who have had invariably think well of them as common laborers, and there is a general desire for more of them to serve in that capacity. The Chinese have been found to be strong, industrious, tractable, and sober. They are not so adaptable and progressive as the Japanese and some of the south European immigrants. However, in all but one of several instances preference was expressed for the Chinese as section men, as against the Japanese, Italians, Greeks, and Austrians. One railway superintendent preferred the Japanese. On the other hand, it would appear that the majority of those who have employed both Mexicans and Chinese prefer the former.

Comparatively few East Indians have been employed regularly as section hands, and where they have been employed it is exceptional to find a foreman or roadmaster who does not regard them as absolute failures, largely because of insufficient physical strength and endurance.

As stated above, maintenance of way men receive lodging in addition to wages. Usually free fuel is provided as well, and very generally the necessary stoves.

The lodgings are, as a general rule, in the familiar bunk cars and tie houses, though the foremen are usually provided with small cottages. The bunk cars are generally made from broken-down box cars, these being fitted up with wooden bunks. Bedding is not supplied by the company, each man providing himself with whatever he requires. In almost every case a car suffices for two families, a partition being made. From six to twelve, and in some instances many more, single men bunk in a car. However, in a few instances better provision is being made for the housing of laborers. In southern California model frame bunk houses have been built and are usually provided with stoves, fuel, and water. But even here one room is made to suffice for a family or for from two to four single men. In only one instance noted was a family given two rooms. It is this enforced manner of living in the West which, among other considerations, makes maintenance of way work unattractive to married men and to single men with other than low standards of living. In turn, it is the presence of large numbers of single men and men whose wives are not in the United States, who are not unwilling to live under such conditions, that makes these conditions possible.

Regular section men are scarcely, if ever, provided with board directly by the railway companies. In some instances a cook is paid, but the men share the expense of food equally. In one instance, and there may be others, the privilege of boarding the men is given to a caterer, the company exercising no control over the board furnished or the price charged. The food supplied is good, but as the cost is $4.50 per week, and its acceptance entirely optional with them, practically all the laborers—Mexicans, Greeks, and Japanese—board themselves. The expense of so doing is about $2 per week.

Nor do the railway companies furnish their maintenance of way men with supplies. This is frequently done, however, by the employment agencies—a matter more conveniently discussed a little later. The foremen on one small railway not making use of the services of an employment agency have the privilege of supplying the men under them. The statement is made, however, that it is entirely optional with the men to purchase from the foremen, and the company exercises close supervision in order that abuses may not be practiced.

Something should be said concerning the methods used in "assembling" common laborers for railroad work. Inasmuch as most of these are engaged as section hands, the subject may be considered at this point.

The race grouping and race antipathies and fears of such laborers as are usually employed by railroad companies as common laborers, the frequent changes these men make from one employment to another, the frequent necessity for recruiting laborers from distant places, and the supply business required under some circumstances, combine to place the collecting of men and the work of supplying them with certain kinds of goods in the hands of the employment agent. Practically all common laborers except those employed in some of the shops are secured by the railway companies through such agents.

This is almost universally true of the Japanese. Those employed on the railways as section men are always obtained through a "contractor," and those employed in the shops are usually so.

There are four large Japanese contracting firms with main offices in cities on the Pacific coast and with local offices at each division point which supply railways with Japanese laborers. Between them they supply men to six railway companies, five of them roads with large pay rolls. Late in the spring of this year (1909) some 4,000 were supplied by these firms for section work and a considerable number for work in the railway shops. Most of the railways not having terminals in Seattle, Tacoma, Portland, or San Francisco are supplied by agencies with main offices at the western terminals or at some railroad center. The four more important of these agencies, operating in Salt Lake, Denver, Pocatello, Ogden, and Cheyenne, now supply some 1,600 men for section work and still others for the shops.

With one exception, each railway company obtains all of its Japanese laborers from one contractor. In this case, however, two agencies serve different branches of the road. One agency supplies two of the larger railways, a second supplies four, but less important roads, while a third supplies two, but controls only about 700 men engaged in railroad work.

These Japanese agents or contractors collect their men in various ways. Some laborers, of course, apply to them directly for work. Many are obtained through Japanese boarding houses. Each large boarding house where the working classes congregate has affiliations with Japanese contractors. In San Francisco many men were formerly thus gathered, the rules of the Hotel Keepers' Association providing that the boarding house keeper shall receive $3 for each man supplied to agencies for railroad work. The same condition exists in Seattle, also, where the payment made for railroad laborers is $1.50 These commissions are paid by the railroad contractors.

These contractors also send their agents to the larger cities to recruit men—to Seattle, Portland, San Francisco, and Los Angeles. Until emigration from Japan was restricted and migration from Hawaii to the mainland forbidden their affiliations extended farther. At least two of the largest contractors kept agents in Hawaii to recruit laborers. By advertisements in the newspapers and other ways the wages to be earned on the mainland, dates of sailings of steamships, and steerage rates to the coast ports were made known.[a] One agent went so far as to charter a ship to carry Japanese from Honolulu to the mainland. It is also generally believed that at least one of these agents had a contract with the boarding house keepers in Vancouver, British Columbia, to supply men to work in the United States.

Though much has been written about the relations between emigration companies in Japan, boarding house keepers in our Pacific coast cities and the large contractors for Japanese labor, just what these were, if close relations existed at all, has not been established. It is a fact, however, that visits were made to Japan by contractors partly for the purpose of building up their business. Whether the additional men found later at work under these contractors were personally induced to come to the United States and were under contract before coming is not known.

Japanese laborers are supplied to the railway companies without cost to these companies. In return for this service the railway companies protect the commissions charged and the bills for supplies furnished by the contractors and usually haul these supplies to the many points where they are wanted, free of charge or at favorable rates.

Agents for Japanese labor invariably collect from each person employed as a railroad laborer an "office fee" or "interpreter's fee" of $1 per month and a second payment of so much per day. Two of the largest of the contractors and several of the smaller ones collect in addition to the interpreter's fee 5 cents for each day worked. One of these formerly collected 10 cents per day without an interpreter's fee, but in 1904 changed to the present rule in order to compete more successfully for laborers. Another agency collects an interpreter's fee of $1 per month and 5 cents for each day worked during the month up to 20, thus limiting the total deduction on account of the agency to $2 per month. Two agencies collect only 2 cents per day for each day worked in addition to the interpreter's fee of $1 per month.

It may be pointed out in passing that this arrangement is very much more satisfactory to the laborers than where each "job" is paid for in a lump-sum commission. It at any rate protects the men from the system sometimes followed by foremen and agencies cooperating in collecting, hiring, and discharging laborers.

As a rule, the Japanese employed are paid directly by the railway company, deductions to cover commissions and bills due being made, which sums are paid directly to the agency. However, the railway companies, supplied by two of the largest agents, pay them for the men supplied, they, in turn, paying the laborers, after deducting commissions and sums due for supplies purchased. This system might enable the contractor to misrepresent the rate of pay and thereby increase his profit. This has probably not been done, for most of the contractors have been high-class business men.

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[a] For instances, see Bulletin No. 66, Bureau of Labor, and proceedings of the Asiatic Exclusion League.

As a second source of profit, the contractors usually supply their men with most of the goods they consume or else act through auxiliary organizations which do so. The supply business is scarcely ever absent. A large amount of business is done, for many of the laborers are far removed from towns where they can get supplies of most kinds, and the Japanese consume Japanese wares for the most part, and these can usually be had only from the contractor who finds employment for them. The Japanese provide themselves with food on a cooperative plan. The cost is about $8.50 per month per man. Usually the lunch, taken with them to the place of work, is largely of American articles; the other meals, eaten at the place they live, are largely of Japanese articles. It is estimated that 30 per cent of the food used is American in its origin and 70 per cent Japanese. Most of this Japanese food and a small part of the clothing and miscellaneous goods purchased are supplied by the contractor.

If property accumulation is a good criterion, the commissions and profits from supplies sold have given the larger contractors a handsome profit. However, the contractor himself, or his interpreter, through whom he usually acts, looks after all difficulties and disputes arising between laborers and foremen or other representatives of the company in regard to work, wages, bunk cars, and other matters. He does much more than find employment for laborers and supply them with goods at a profit.

The Mexican laborers employed in railway construction and maintenance of way are likewise practically all supplied by agents handling this class ot labor only. Most of these agents, however, are native Americans, not Mexicans.

Though many Mexican laborers are collected at various places in New Mexico and Arizona and at Los Angeles, more are lost by the railroads to other industries than are gained, with the result that they are largely dependent upon the supply at El Paso, where most of the Mexican immigrants enter the United States. Here the agency which supplies the Santa Fe west of Albuquerque, another which supplies the Southern Pacific, a third which supplies the El Paso and Southwestern, and a number of others which send men to the Rock Island, the Santa Fe east of Albuquerque, and other less important railways, have offices.

In recent years there has been a large influx of Mexicans to the United States through El Paso. Many of them have been carried north by the Mexican railways for construction or track work in the desert country or recruited for work in the mines. Once near the boundary, however, most of them have come into the United States to earn the higher wages paid on the western railroads. Others attracted by the higher wages to be earned here or possibly recruited by the agents for the railway companies have come from more distant places.

From El Paso the immigrant Mexicans are practically all sent out by the several agencies as railroad laborers. During the eight months July, 1908, to February, 1909, inclusive, five of these agencies sent out to the various railways some 16,471, though the number of immigrant Mexicans coming through the immigration station during that time was reported as being 12,292. In ordinary times they apply at one of the agencies for the work which awaits them. In more prosperous times, however, and in recent years generally, when passed by the immigration inspectors, they fall into the hands of "rustlers" employed by these agencies and paid so much per man for each Mexican laborer brought to their offices.

The immigration authorities not requiring them to show any money and admitting them freely when there is any demand for their labor, the Mexicans are usually practically or absolutely without funds. The several agencies supply them with food until they are "shipped" and while en route to the place of work. Some of the agencies charge an "employment fee," while the larger ones supplying the Santa Fe and Southern Pacific railroads assert that they do not. Men sent to work on railroads having connection with El Paso are carried free to the line on which they are to work; the others are carried at party rates. The bills for commissions, if charged, and for food and other things supplied are protected by the railroad companies by which the men are employed.

The Holmes Supply Company and Manning & Co., who have the exclusive right of supplying the Santa Fe west of Albuquerque and the Southern Pacific, respectively, with common laborers for roadbed and track work, charge no commission, but make their profit entirely by providing laborers with supplies before and after going to work. The cost of food—beans cooked with a little meat being the chief item in the Mexican's dietary—is about $8 per month for the single Mexican. The cost for a man with family is, of course, considerably more. In eastern California, Arizona, and New Mexico, where the laborers are usually far removed from towns of any importance, most of the food required and the work clothes are purchased from the supply companies. Elsewhere, as a rule, most of these things are purchased from other dealers. The pay roll of one company showed an average deduction on account of supplies of a little less than $5 from the earnings of men who worked fifteen and one-half days per month and therefore earned on the average about $15.50. In other words, the deduction for supplies averaged a little less than one-third of the earnings. From the earnings of a comparatively few there were no deductions on account of supplies; from the earnings of others little was left after the cost of supplies and the "hospital fee" of 50 cents per month were deducted. The other supply company estimates that the supplies sold to the Mexicans without families average $4 per month, to those with families $8. These figures, of course, do not cover purchases made with cash at the stores maintained at Los Angeles and at all division points.

Whether the prices charged for supplies, considering the quality furnished, are exorbitant or not, it is impossible to say. One company states that it fixes its prices from 10 to 15 per cent above Los Angeles retail prices in order to make good the losses sustained on account of supplies furnished the men brought from El Paso but who fail to go to work. At times, it is said, the deserters en route are many, but as a rule they would seem to be few as compared to other races, the Japanese excepted, for most of the Mexicans claim transportation back to El Paso after working a specified time. The other supply company claims that its prices are about 5 per cent higher than retail prices in Los Angeles. A Mexican consular officer, however, states that hundreds of complaints have been made by Mexicans concerning excessive charges for supplies, the prices being said to be out of all proportion to those quoted by other dealers. Yet it is a fact that comparatively few of the Mexicans leave the employ of the railroad companies to work elsewhere, and that most of them return to the United States after a visit to Mexico, frequently bringing several friends with them.

One reason why Mexicans are easily assembled for railway work and, though paid comparatively low wages, do not, as a rule, leave it for more remunerative employment, is found in the fact that the railway companies will return them, after working for a specified time, to El Paso. The Mexican ordinarily comes to the United States with the expectation of returning home after a short time. The railway companies, realizing the strength of this feeling, have induced immigration to this country and induce the Mexicans to continue in their employ by making this return possible, though the improvident immigrants themselves would scarcely ever save enough to pay their expenses home. When they have worked for six months the Southern Pacific Company will return them from the place of work to El Paso without charge. The Santa Fe gives the Mexican and the members of his family passes after a working period of one year, but grants a reduced rate of one-half cent per mile when they have worked for three months. It is said that about 40 per cent of the Mexicans work for the full year. The El Paso and Southwestern will return laborers without charge to El Paso if they work for three months, or sooner if the work is discontinued and the men discharged. Of course the railroad companies which do not have a connection with El Paso can not make this offer. It is estimated that about 50 per cent of those employed on the three roads specified above qualify for and use this return transportation to El Paso.

The laborers of the various white races employed in railroad maintenance of way and construction work are likewise, as a rule, but not nearly so generally, obtained through employment agents. One of the largest railway companies and one of the smaller roads operating on the Pacific coast obtain their numerous Greek employees for maintenance of way work from agencies conducted by Greeks. One of these agencies supplied from 952 to 2,583 laborers per month during the twelve months ending with March, 1909. The fee collected, $1 per month, is deducted from the wages due and is paid by the railway company to the agent. The agency does not conduct a supply business.

In all other cases than those noted, a general agency, if any, is employed. The laborers being drawn from the States to the east, the business is generally conducted in Denver, Salt Lake, Minneapolis, and St. Paul, though some of the agencies in the latter cities maintain local offices in places farther west. In most instances it has been impossible to ascertain definitely on what terms laborers are furnished and what the agreements are between the agents and the railway companies they serve. The roads employ but one agent each—Osborn, Miller, Jones, or Keyes, for example—though these, in order to fill requisitions, frequently call upon other agencies in Chicago and elsewhere for assistance, sharing the commission with them. The commissions paid by the laborers vary greatly according to the condition of the labor market. In one or two instances it is stated that the fee is ordinarily about 5 per cent of the first month's wages—that is, $2 or less. When men are sent out from St. Paul to western points, the commission, it is said, varies from five to seven dollars. Out of these commissions the agencies must pay the railroad fare of those who desert en route, for the companies provide transportation only for the number who report for work. In no case does the laborer make a further payment while the employment lasts and no responsibility is assumed for him after he is set at work. The men are collected by posting notices, inserting advertisements in the various newspapers, sending "rustlers" to other cities to "recruit," and by making use of padrones. Usually all dealings are with the padrone who controls the new immigrant and he is not infrequently given a place as subforeman or as "boss" of his gang. To what extent immigrant laborers are exploited by their fellow-countrymen acting as padrones it is impossible to say, but instances of such exploitation have been reported here and there.

The largest local supply of miscellaneous white laborers for railroad work is found in San Francisco. A statute enacted by the general assembly of California requires the employment agencies of that State to keep records and to report to the state bureau of labor statistics. It has been found difficult, however, to enforce the law, with the result that the returns are very incomplete. Such San Francisco agencies as reported furnished 5,558 persons for railroad labor during the fiscal year July, 1907, to June, 1908. The average fee collected was $2.45. The fee varied greatly according to the condition of the labor market, ranging from about $4 in January, 1908, when there was the least, to a little less than $1.50 in August, 1907, when there was the greatest, demand for labor.[a]

A special study was made of 135 Japanese railroad laborers employed as section hands near Seattle, Wash., Cheyenne and Rock Springs, Wyo., and Pocatello, Idaho. It will be most convenient to introduce some of the results at this point in the discussion.

Ninety-six of the 135 had been in the United States less than five years, 35 from five to nine years, and only 4 more than ten years.

They were all 14 years of age or over at the time of immigrating to the United States. One hundred and nineteen of them are able to read and 109 to write the Japanese language, but only 53 could speak English. Some progress in learning to speak English is indicated, however, by the fact that while only 36 of the 96 who had been here less than five years could speak the language, 15 of 35 who had been here from five to nine years and 2 of 4 who had been here ten years or over could do so.

Ten of the 135 emigrated from Hawaii, where they had been employed on sugar plantations. Of the remaining 124 who were 16 years of age or over when leaving Japan, 5 had been small storekeepers; 2, carpenters; 1, a blacksmith; 1, a fisherman; and 2, clerks; while 27 had been independent farmers and 47 had been at work on their fathers' farms. Thirteen reported that they had had no occupation, while 20 failed to make any report on the subject.

Data relating to earnings were obtained from 73. The average of earnings per year was $435.41, or a little less than $1.40 per day for each working day. The minimum was $150, the maximum $900.

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[a] See Thirteenth Annual Report, Bureau of Labor Statistics, pp. 150 and 153.

Two earned between $200 and $250 per year, 13 between $300 and $400, 42 between $400 and $500, 12 between $500 and $600, 1 $640, and another $720. The larger earnings were not made entirely from railway labor, however. Many of the Japanese had worked in the sugar-beet fields or elsewhere for a part of the year and in that way had materially increased their total earnings. For this reason the average given above should not be taken as the average annual earnings of the Japanese from railway labor.

CHAPTER III.

CONSTRUCTION.

[For General Tables see pp. 474 to 481.]

Comparatively few data have been obtained for railroad construction work. "Slips" were collected from laborers employed by the Southern Pacific, Ocean Shore, and Coal Canyon railroad companies and by the various contractors engaged in building the Western Pacific through California and Nevada. The data are, however, inadequate and not entirely typical. Had the construction work investigated been carried on in the Northwest or in the Southwest the proportions of the several races and the rates of wages paid would have been different.

For some years most of the railroad construction work in southern California and Nevada and in Arizona and New Mexico has been done by Mexicans, supplemented to some extent by American Indians. In the Northwest (e. g., on the Milwaukee, St. Paul and Puget Sound, recently built) the Japanese have been prominent. In the cases investigated, however, both of these elements have been insignificant. Conclusions which might be drawn from the data collected therefore must be accepted with caution.

With this warning the results of the tabulations may be to some extent followed. At many points, it will be well to relate the material to that for maintenance of way, for the work is done under somewhat similar conditions and the laborers are drawn from the same general unskilled labor market.

As in the maintenance of way, the majority of the laborers engaged in railroad construction are foreign-born. However, the disproportion between the native-born (21.1 per cent) and the foreign-born (78.9 per cent) is not so great here as there.

What may be called the older immigration is small as compared to the more recent, the north Europeans and Canadian foreign-born aggregating only 248, while the south Europeans, Russians, Mexicans, and Japanese number 1,210. The table following gives those races which are represented by 10 or more members, together with the total number reported and the length of residence in the United States.

TABLE 14.—*Number of foreign-born male employees in the United States each specified number of years, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number in United States each specified number of years.		
		Under 5.	5 to 9.	10 or over
Native-born of native father, White	237			
Native-born of foreign father, White	154			
Foreign-born, by race:				
Bosnian	29	26	3	
Croatian	210	163	46	1
Dalmatian	17	15	2	
English	27	9	3	15
French	10	5	1	4

[a] Only races represented by 10 or more members are included in this table.

TABLE 14.—*Number of foreign-born male employees in the United States each specified number of years, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in United States each specified number of years.		
		Under 5.	5 to 9.	10 or over.
Foreign-born, by race—Continued.				
German	25	6	1	18
Greek	516	442	69	5
Herzegovinian	25	23	2	
Irish	127	13	15	99
Italian, North	130	100	19	11
Italian, South	67	51	8	8
Japanese	18	16	2	
Macedonian	21	21		
Mexican	15	10	3	2
Russian	12	11	1	
Spanish	65	60	3	2
Swedish	26	2	2	22
Turkish	44	43	1	

It may be pointed out that of the English, French, German, Irish, and Swedish races, who represent what may be called the older immigration to the United States, almost 73 per cent had resided here for ten years or longer, while of the other foreign races, aggregating 1,178, 982 had resided here less than five years, 168 from five to nine years, and only 28, or less than 2.4 per cent, for ten years or over.

As would be expected, most of the foreign-born are aliens. Of 1,439, 197 can meet the race and residence requirements for citizenship, but only 59 have taken out second papers. Only 25 more have taken out first papers. (General Table 11.)

The conjugal condition of laborers engaged in railroad construction work may be presented briefly in tabular form:

TABLE 15.—*Conjugal condition of male employees, by general nativity.*

	Native-born.	Foreign-born.	All races.
Single:			
Number	260	824	1,084
Percentage	66.8	56.9	59.0
Married:			
Number	110	573	683
Percentage	28.2	39.5	37.1
Widowed:			
Number	15	49	64
Percentage	3.9	3.4	3.5
Divorced:			
Number	4	3	7
Percentage	1.0	.2	.4
Total	390	1,448	1,837

Of 557 foreign-born reporting location of wives, only 87 reported them as being in the United States. Few, other than those without families in the United States, will accept such employment, for it involves living in railroad camps where families can not well be taken. This is one reason why those of the newer immigration (which changes, of course, with time), usually unaccompanied by families, always constitute the majority of construction gangs. (General Table 13.)

A rough tabulation by occupations has been made of all persons except foremen, the races represented by only a few employees being omitted. The several races are combined into three groups. In the first are Greeks, Macedonians, Italians, Spanish, Japanese, Turks, Russians, Mexicans, and the various races from Austria-Hungary. The Irish comprise the second, while the Americans, English, French, Germans, and Scandinavians constitute the third. Likewise, the occupations have been divided into those of (1) laborers, (2) drillers and miners, and (3) others, these embracing teamsters, blacksmiths carpenters, masons, firemen, and other trades requiring more or less skill. The various groups are represented approximately in these occupations, as follows:

TABLE 16.—*Number of male employees engaged in each specified occupation, by race group.*[a]

Occupation.	Group I.	Group II.	Group III.
Laborer	1,092	80	43
Driller and miner	54	29	10
Other occupation	57	18	397
Total	1,203	127	450

[a] For explanation of race groups see text preceding table.

Leaving foremen out of consideration, the members of Group I are practically all common laborers and tunnel men, and the Irish largely so, while 88.2 per cent of Group III are engaged in trades requiring more or less skill. The foremen, it may be added, belong, with the exception of a few Italians and fewer Greeks, to the races included in Groups II and III. Many of them are Irish.

The rates of wages (for a day of ten hours) for the more important occupations may be given. Teamsters earn from $2 to $3 per day; carpenters, $3 and $3.50; their helpers, $2.25; blacksmiths, $3 to $4; their helpers, $2 to $2.75; masons, $2.75 to $3.25. Drillers, on the other hand, earn from $1.75 to 2.75, the rate usually paid being $2. The few miners are paid $2.25 and $2.50 per day. Laborers earn from $1.50 to $2 per day. The wide variations which obtain in the wages of laborers, the discriminations which are found, and the races employed in 12 of the larger construction camps are shown in the following table:

TABLE 17.—*Rate of pay per day received by male employees in each specified construction camp, by race.*

Race.	Rate of pay per day in each specified construction camp.											
	I.	II.	III.	IV.	V.	VI.	VII.	VIII.	IX.	X.	XI.	XII.
Croatian			$1.50									
Greek		$1.75	1.50	$1.50-$1.75	$2.00	$2.00	$1.75		$1.75-$2.00	$1.75	$1.75	$2.00
Irish	$1.50		1.50					$2.00				
Italian	1.50	1.75	1.50	1.50	2.00		2.00	2.00	1.75	1.75		
Japanese				1.60								
Mexican						1.75		2.00	1.75			
Portuguese		1.75										
Russian					2.00							
Spanish						2.00	1.75	2.00	1.75			2.00
Swedish									1.75			
Turkish				1.75					1.75			
Miscellaneous white					2.00							2.00
Austrian (race not specified)		1.75	1.50					2.00				

In the light of this grouping of races and occupations and of these wage rates the earnings of the several races are easily interpreted. For full details see General Tables 14 and 15. In the following tables the earnings are given of races as previously grouped in "I," "II," and "III" and for all races taken together.

TABLE 18.—*Number of male employees 18 years of age or over earning each specified rate per day, by race group.*[a]

Race group.	Number reporting complete data.	Number earning each specified rate per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
I	1,138	....	1	350	420	327	26	10	4	....
II	113	....	1	50	3	42	7	5	4	1
III	309	....	1	35	2	82	59	46	64	20
All races reported	1,598	1	3	440	430	469	95	64	74	22

[a] For explanation of race groups see text preceding Table 16.

TABLE 19.—*Per cent of male employees 18 years of age or over earning each specified rate per day, by race group.*[a]

Race group.	Number reporting complete data.	Per cent earning each specified rate per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
I	1,128	0.0	0.1	30.8	36.9	28.7	2.3	0.8	0.3	0.0
II	113	.0	.9	44.2	1.8	38.1	6.2	4.4	3.5	.9
III	309	.0	.3	11.3	.6	26.5	19.1	14.9	20.7	6.5
All races reported	1,598	.1	.3	27.5	26.9	29.4	5.9	3.8	4.6	1.4

[a] For explanation of race groups see text preceding Table 16.

By combining percentages, we find that of Group I 67.8, of Group II (Irish) 47, and of Group III 12.2 per cent earn less than $2 per day, while 3.4, 15, and 61.2 per cent of these groups, respectively, earn $2.50 or over per day. Foremen have not been included in the tabulation.

The opinions expressed by foremen of the different races employed as common laborers in construction work may be briefly alluded to.

Though no East Indians were found employed at the time of the investigation, they had been employed at some time during the two years preceding in half or more of the places, and in one instance in a comparatively large number. Their employment was in every instance for a brief time only, for, as compared to the other races, they were found to be inefficient. Their inefficiency was explained as due primarily to physical weakness and lack of endurance caused by poor and inadequate food. Because of religious custom they invariably prepare their own food and many things are taboo, with the result that, though they are large men, they are weak and slow in their movements.

The Japanese had been employed in several camps, though they were found in only one at the time of the investigation. The unanimous opinion was that they were not strong enough physically to make desirable laborers at such work, and in some instances orders had been given to employ no more of them. In the one instance where they were met with they were employed at straightening and leveling up track as it was laid, and at this they were said to be superior to most other races.

When we turn to the various European races we find differences of opinion. However, with very few exceptions, the English-speaking races were regarded as the best workmen, but they seldom remained in camp for more than a few days. Of necessity most of the laborers employed were Greeks, Italians, Spanish, Croatians and other Austrian races, Turks, and Russians. They are all strong and capable of doing a great deal of work and do not leave employment after a few days. With the exception of the Greeks, they are all industrious. They are, as a rule, less addicted to drunkenness than the Irish and natives who will do work of the same kind under the same conditions. There is some difficulty with the Italians and Greeks because they are at times intractable. Of the several races, the Italians, Croatians, and Bulgarians are generally ranked first, the Greeks last, in point of desirability.

Comparatively little exploitation of the laborers was found to exist unless practiced by the employment agencies through which they were frequently obtained.

For one piece of construction work the laborers were generally obtained through several employment agencies and Greek and Japanese bosses in San Francisco and Oakland. The company not having its own service, transportation to the place of work was deducted from the earnings of the men. So was a fee of 75 cents per month for the weekly visit of a physician and for the hospital which cared for all but chronic diseases and for all cases of accident. The work being frequently far removed from towns, the construction companies operated commissaries from which all kinds of supplies might be purchased. The prices were considerably higher than at the nearest towns, but the additional expense of transportation involved was large. Fairly good board was supplied at $5 and $5.25 per week, but most of the Greeks and Italians and all of the Japanese and East Indians, exercising their option, boarded themselves. In that case they paid 50 cents per month for lodging in the plain bunk houses and tents.

On another piece of construction work the men were obtained without the services of an employment agency. The fare to the place of work was deducted from their earnings. The prices charged at the commissary, the patronizing of which was practically compulsory because of the long distance to any town, were very high and doubtless profitable to the company. The men were given good board by the company for 75 cents per day. The net cost was said to be 60 cents, thus leaving a profit of 15 cents per man per day.

In another case, where the employees were largely Greeks and Japanese, these men were obtained through Greek and Japanese bosses. The laborers boarded themselves, the company providing a cook for each group of 25. A hospital fee of 50 cents per month was collected. The chief form of exploitation found was in payment by checks, payable after a few months. When money was needed, these checks were taken by the employment agent, or some broker, at a large discount.

On a fourth piece of construction work laborers were obtained through bosses of the several races employed. A hospital fee of 50 cents per month was charged. When working at a distance from a city the men had free lodging and might get good board at $4.50 per week. The price of the meals was very reasonable, but most of the men boarded themselves, the members of each race, here as elsewhere, constituting a boarding group.

The circumstances under which construction work is done are such that it is impossible to ascertain with any degree of accuracy the changes which have occurred in races employed and in the wages they have been paid. In a general way it may be said that until within about twenty years, or even less, most of the railroad construction work in the West was done by miscellaneous whites (largely Americans), Chinese, and Indians, supplemented in the Southwest by some Mexican labor. The first road completed was the Central Pacific. In 1864 of some 4,000 laborers employed, 3,000 were Chinese.[a] A few years later, when it became necessary to expedite the work, an agent was sent to China to find the necessary coolie labor. Some thousands of Chinese were imported under contract, money for their passage and other expenses being advanced. In 1869, the year of the completion of the railroad, some 9,000 of the 10,000 laborers employed were Chinese. They were paid $30 to $35 per month. White men employed on the Union Pacific at the time were paid from $2.25 to $3.50 per day.[b]

In Washington and elsewhere the Chinese were also extensively used, but most of the work was done by natives and north European immigrants.

During the past twenty years the same changes have taken place here that took place in maintenance-of-way work. Indeed, what has been stated there might be applied here with slight qualifications. By the middle of the nineties Japanese were being used to a considerable extent in railway construction—upon the Portland and Astoria, among others. In the instance mentioned they were paid $1.15 per day. During that decade Italians were also added to the general labor supply for such work, and during the past ten years the various Austrian races, especially the Croatians, and the Greeks were included.

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[a] See Coolidge, Chinese Immigration, pp. 52, 63, 128, 343, 349, and 350.

[b] W. F. Bailey, First Transcontinental Railroad, p. 41.

CHAPTER IV.

RAILWAY SHOPS.

[For General Tables see pp. 483 to 492.]

Immigrant labor is much less conspicuous in the railway shops than in maintenance of way and construction work. This fact is explained by the differences in the nature of the work to be done and the conditions under which it is done. In the one case, much of the work is skilled, in the others most of it is not. In the one case, the conditions are such that normal family life is possible, in the other cases they are not. Finally, in the one case a great premium is placed upon a knowledge of English, in the others it counts for comparatively little.

It has been indicated (Table 3) that in maintenance of way only 7.3 per cent of the employees are native-born. In the railway shops 54.6 per cent are so reported. Furthermore, the proportions among the foreign-born differ strikingly. The Greeks, Italians, Japanese, Koreans, Mexicans, and the various races from Austria-Hungary constitute about 89 per cent, the English, Irish, Germans, and Scandinavians about 6.2 per cent, of the foreign-born engaged in maintenance of way. In the railway shops, on the other hand, the former embrace 42.6, the latter 37.6 per cent of the foreign-born. Of the foreign-born in the railway shops, the Japanese comprise 12.2 per cent, the Mexicans 10.1, the Italians 8.6, the Greeks 4.4, and the various races from Austria-Hungary 7.6.

There is also a striking difference as regards length of residence in the United States. Opposed to 66.3, 20.4, and 13.3 per cent for those engaged in maintenance of way, who had been in the United States less than five years, from five to nine years, and ten years or over, we have 32.4, 21.8, and 45.8 per cent for the three periods respectively for those employed in the shops. The number of each race reporting length of residence and the percentages for the several periods are shown in the table following.

TABLE 20.—*Number and per cent of foreign-born male employees in the United States each specified number of years, by race.*

Race.	Number reporting complete data.	In United States each specified number of years.					
		Under 5.		5 to 9.		10 or over.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Canadian (other than French)	256	21	8.2	26	10.2	209	81.6
Dalmatian	182	112	61.4	54	29.6	16	8.8
Danish	107	12	11.2	16	15.0	79	73.8
English	559	102	18.2	55	9.8	402	71.9
German	496	59	11.9	68	13.7	369	74.4
Greek	217	148	68.2	66	30.4	3	1.4
Irish	390	66	16.9	64	16.4	260	66.7
Italian, North	234	84	35.9	73	31.2	77	32.9
Italian, South	189	65	34.4	84	44.4	40	21.2
Japanese	606	394	65.1	171	28.2	40	6.6
Mexican	499	244	48.9	128	25.7	127	25.4
Norwegian	161	53	32.9	39	24.2	69	42.9
Portuguese	136	23	16.9	39	28.7	74	54.4
Scotch	171	54	31.6	21	12.3	96	56.1
Swedish	254	25	9.9	42	16.5	187	73.6
Austrian (race not specified)	194	79	40.7	74	38.1	41	21.1
Miscellaneous white	293	60	20.5	57	19.4	176	60.1
Total	4,943	1,601	32.4	1,077	21.8	2,265	45.8

This difference in the length of residence of the foreign-born is explained in part by the fact already pointed out, that the older races, in point of immigration, are more numerously represented in the shops than in the maintenance of way. It is explained in part, also, by the further fact that the representatives of the newer immigration in the shops have been in the United States longer than those engaged in maintenance of way. This is brought out by the table next presented.

TABLE 21.—*Per cent of foreign-born male employees in the maintenance of way and shop departments who have been in the United States each specified number of years, by race.*

Race.	Per cent in United States each specified number of years.		
	Under 5.	5 to 9.	10 or over.
Greek:			
Maintenance	80.2	19.1	0.7
Shops	68.2	30.4	1.4
Italian, North:			
Maintenance	66.5	25.5	8.0
Shops	35.9	31.2	32.9
Italian, South:			
Maintenance	63.3	25.2	11.5
Shops	34.4	44.4	21.2
Japanese:			
Maintenance	60.0	33.4	6.6
Shops	65.1	28.3	6.6
Mexican:			
Maintenance	77.5	17.1	11.4
Shops	48.9	25.7	25.4
Austrian (race not specified):			
Maintenance	85.0	12.9	2.0
Shops	50.9	34.0	15.1

It will be noted that in every case, except that of the Japanese, the percentage for those who have been in the United States less than five years is smaller, and for more than ten years larger, for those employed in the shops than in the maintenance of way.

The same contrasts are found in political and conjugal conditions. Of 1,309 foreign-born who have been in the United States five years or more and were 21 years of age at the time of coming, and who are now employed in railway shops, 577, or 44.1 per cent, are naturalized; 296, or 22.6 per cent, have taken out first papers only, while 436, or 33.3 per cent, are aliens. The corresponding percentages for maintenance-of-way employees are 13.3, 8.5, and 78.1, respectively. By referring to General Table 19, it will be found that most of the aliens are Canadians, English, Greeks, Italians, Mexicans, and Scotch, a large percentage of whom have not become naturalized.

The conjugal condition of all railroad-shop laborers and the residence of the wife of the foreign-born are shown in summary form in the following tables. The details for all races will be found in General Tables 20 and 21.

TABLE 22.—*Conjugal condition of male employees, by race group.*

Race group.	Number reporting complete data.	Single.		Married.		Widowed.	
		Number	Per cent.	Number.	Per cent.	Number.	Per cent.
Native-born [a]	5,982	2,419	40.4	3,354	56.1	209	3.5
Foreign-born, English-speaking [b]	1,424	417	29.3	915	64.3	92	6.5
North European, non-English-speaking [c]	1,166	363	31.1	758	65.0	45	3.9
South European [d]	787	379	48.2	398	50.6	10	1.3
Races from Austria-Hungary and neighboring countries [e]	372	185	49.7	179	48.1	8	2.2
Mexican	504	175	34.7	315	62.5	14	2.8
Asiatic [f]	669	345	51.6	313	46.8	11	1.6
Miscellaneous [g]	41	17	41.5	22	53.7	2	4.8
Total	10,945	4,300	39.3	6,254	57.1	391	3.6

[a] Of both native and foreign fathers.

[b] Canadian (other than French), English, Irish, Scotch, Scotch-Irish, and Welsh.

[c] Danish, Dutch, Finnish, Flemish, French, German, Norwegian, Russian, and Swedish.

[d] Greek; Italian, North; Italian, South; Portuguese, and Spanish.

[e] Bohemian, Bosnian, Bulgarian, Croatian, Dalmatian, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Roumanian, Ruthenian, Servian, Slovenian, Slovak, and Austrian (race not specified).

[f] Chinese, Japanese, and Korean.

[g] Armenian, Canadian (French), Cuban, East Indian, Hebrew (Russian), Hebrew (other), Negro, Syrian, Turkish, West Indian (other than Cuban), Swiss (race not specified).

TABLE 23.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Reporting wife in United States.	
		Number.	Per cent.
English-speaking	906	891	98.3
North European, non-English-speaking	754	734	97.3
South European	394	257	65.2
Races from Austria-Hungary and neighboring countries	177	107	60.5
Mexican	314	256	81.5
Asiatic	294	18	6.1
Miscellaneous	22	21	95.5
Total	2,861	2,284	79.8

Seventy-nine and eight-tenths per cent of the wives of laborers in railway shops, as against 42.4 per cent of those of track laborers, are reported as residing in this country. The difference is explained partly by the fact that the north Europeans, who are usually settlers, and, if married, are accompanied by their families, constitute a large percentage of the total. It is explained in part also by the fact that a much larger percentage of the wives of south European and Austrian shop laborers have accompanied or followed their husbands to America. The laborers in the shops, having been here for a longer time on the average, have a larger percentage of settlers among them. Moreover, the conditions of the work are such that there is more inducement to send for the families who have remained behind. The track laborer, on the other hand, finds it difficult to live a normal family life, and usually does not send for his family until he has obtained other work.

The earnings of the several races employed in railway shops are shown in detail in General Tables 22 and 23. The tables following give the earnings by groups of races, and for the entire number of employees, except office and clerical help, for whom information was gained. They represent 25 shops.

TABLE 24.—*Number of male employees 18 years of age or over earning each specified amount per day, by race group.*[a]

Race group.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	3,459	16	34	37	94	258	1,254	682	447	428	209
Native-born of foreign father	2,025	21	18	26	84	134	708	341	269	302	122
Foreign-born, English-speaking	1,297	6	1	6	33	80	470	265	189	183	64
North-European, non-English-speaking	1,098	......	4	4	39	93	413	213	197	110	25
South European	754	2	3	......	76	209	387	58	15	4	......
Races from Austria-Hungary and neighboring countries	361	2	......	1	25	133	131	32	24	8	5
Mexican	492	14	272	38	34	38	77	8	7	2	2
Asiatic	611	1	26	256	213	88	23	4	......	......	......
Miscellaneous	41	......	1	1	4	2	20	9	1	1	2
Total	10,128	63	359	369	602	1,035	3,483	1,612	1,149	1,038	429

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 25.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by race group.*[a]

Race group.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	3,459	0.5	1.0	1.1	2.7	7.5	36.3	19.7	12.9	12.4	6.0
Native-born of foreign father	2,025	1.0	.9	1.3	4.1	6.6	35.0	16.8	13.3	14.9	6.0
Foreign-born, English-speaking	1,297	.5	.1	.5	2.5	6.2	36.2	20.4	14.6	14.1	4.9
North-European, non-English-speaking	1,098	.0	.4	.4	3.6	8.5	37.6	19.4	17.9	10.0	2.3
South European	754	.3	.4	.0	10.1	27.7	51.3	7.7	2.0	.5	.0
Races from Austria-Hungary and neighboring countries	361	.5	.0	.3	6.9	36.8	36.3	8.9	6.6	2.2	1.4
Mexican	492	2.8	55.3	7.7	6.9	7.7	15.7	1.6	1.4	.4	.4
Asiatic	611	.2	4.3	41.9	34.9	14.4	3.8	.6	.0	.0	.0
Miscellaneous	41	.0	2.4	2.4	9.8	4.9	48.8	22.0	2.4	2.4	4.9
Total	10,128	.6	3.5	3.6	5.9	10.2	34.4	15.9	11.3	10.2	4.2

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The rates of earnings per day begin at a higher point and average much higher than in maintenance of way. However, only the wages paid to laborers are comparable. These are about 25 cents per day higher in the shops than for track work. However, shop laborers (with the exception of Japanese and Chinese, whose lodging is provided in some cases) do not receive lodging in addition to wages, while track laborers almost invariably do.

Making allowance for the native-born apprentices and the presence of the element of Mexican descent, the table shows that natives and the foreign-born of English-speaking and non-English-speaking north European races earn about the same, while the south Europeans, the Austro-Hungarian races, the Mexicans, and the Asiatics earn less.

The percentages of the several groups earning less than $2 per day—that is, unskilled laborers' wages—are as follows:

Native-born of native father	12.8
Native-born of foreign father	13.9
English-speaking foreign-born	9.8
Non-English-speaking north Europeans	12.9
South Europeans	38.5
Austrians and races from neighboring countries	44.5
Mexicans	80.4
Asiatics, chiefly Japanese	95.6

It should be added that in the south European group important differences are found. The Greeks who earn less than $2 per day are 66.2 per cent, of Italians 44.6 per cent, of Portuguese 16.2 per cent. The percentages of those earning less than $1.75 per day are 31.4, 3.6, and none, respectively. The Italians and Portuguese occupy somewhat more advanced positions than the Greeks, who, while they earn more, are not further advanced in the scale of occupations than the Japanese. This difference between the two groups of races mentioned above is explained almost entirely by the differences in occupations followed, but is to a slight extent influenced by the discrimination sometimes practiced against the last-named races in the lower wages paid them for the work done or occupations followed. The natives and other English-speaking races and the north Europeans, representing the older immigration, are largely skilled laborers, and so command the higher wages paid for such work, while the other races are, for the most part, laborers and helpers, and earn the low wages paid for work of that character. Furthermore, those of the former group usually get the higher wages paid to unskilled laborers, while a good share of those of the latter group do not.

The vast majority of the Japanese, Chinese, Italians, Greeks, Austrians, and Mexicans are common laborers, engine wipers, boiler washers, car cleaners, car repairers, and boiler makers', machinists', and blacksmiths' helpers, earning less than, or very little more than, $2 per day. Most of those who earn $2.50 per day may be regarded as skilled laborers. The percentages of those who earn this much are 19.8, 10.2, 3.9, and 0.6, for the Austrians, south Europeans, Mexicans, and Asiatics, respectively.

The following table gives the results of a rough tabulation of the more important unskilled occupations to show the place occupied in them by these races. The figures given are only approximately correct. The numbers given are for those reported, but in some cases members of some races employed are known not to have been reported.

TABLE 26.—*Number of employees of 25 shops in each specified occupation, by race.*

Race.	Number reporting complete data.	Common laborer.	Boiler-maker helper.	Machinist helper.	Engine wiper.	Boiler washer.	Car cleaner.	Blacksmith helper.	Car repairer.
Chinese	44	9			35				
Greek	130	77	11	2			13		57
Italian	275	118	25	17	1	35	30	7	45
Japanese	470	240	33	22	71	14	60	1	0
Mexican	127	70	5	13	4	3	9	12	0
Austrian (race not specified)	181	178	19	10			13	8	14
Other	2,164	286	222	515	15	21	145	266	617
Total	3,391	984	315	573	126	73	267	294	733

The races specified in the table stand for the newer and the Asiatic immigrations. Though the division of earnings is not such as to show it definitely, more than half of their members must be regarded as common laborers. The Japanese with 240, the Italians with 118, the Greeks with 77, the Austrians with 118, and the Mexicans with 76 are conspicuous as so-called "laborers," constituting 629 of the total of 924 reported. The persons (286) of races other than those specified in the table constitute only 31 per cent of the total number (924).

The dirty and distasteful work of engine wiping, boiler washing, and car cleaning is, for the most part, done by these new immigrant races. The Japanese and Mexicans are very conspicouus in all of them, the Italians in all save engine wiping, and the Chinese in that occupation.

A considerable number of all of these races, save the Chinese, are found working as car repairers and boiler-makers', machinists', and blacksmiths' helpers, all of them stepping stones to the skilled occupations. Though some of every race are found in the higher occupations, comparatively few of them have progressed further in the scale than to serve as helpers; and, even in these occupations, they are, as yet, in the great minority. The members of other races still constitute 83.7 per cent of the car repairers, 70.9 per cent of the boiler-makers' helpers, 88.8 per cent of the machinists' helpers, and 88.8 per cent of the blacksmiths' helpers reported.

Few of the members of these newer races were found working in railway shops until ten years ago. Beginning with the year 1899 or 1900 they have been employed as laborers, and then gradually assigned to other occupations. In almost every instance the various races had first been employed in maintenance of way work. One railway company employing many Mexicans and Japanese and fewer Italians and Greeks in its shops introduced many of them at the time of a strike occurring several years ago. In all of the other cases where the circumstances are known they were introduced because of the gradual withdrawal of other races for more remunerative work.

In the shops of the railway companies operating in southern California and Nevada and in Arizona and New Mexico, where the Japanese and Mexicans are found in large numbers, they were substituted for Chinese, Indians, and "miscellaneous whites." The Chinese grew too old or withdrew to pursue other occupations and the Indians and "whites" found better paid work elsewhere with the development of mining, smelting, and city trades. Japanese and Mexicans, being supplied by Japanese "bosses" and employment agencies, respectively, for track work, were easily substituted for them. Elsewhere all of these races, save the Mexicans, are large represented. They had been working as track men and, being obtainable through employment agents controlling maintenance of way labor, were substituted for the Chinese, natives, and north European whites as they found better employment elsewhere or rose in the scale of occupations. In general, then, it may be said that all of these newer races have been introduced into the railway shops at a time of great scarcity of labor to fill places which could not otherwise be filled at the rate of wages which had obtained.

But the substitution or replacement did not always take place at the same rate of wages. When employed as helpers, the same wage which had obtained has usually been paid and has not been advanced except for purely local causes. As laborers, boiler washers, car cleaners, and engine wipers, the same is true in so far as the white races are concerned, though it has not been generally true of the Japanese and Mexicans.

There seems from the first to have been a close relation between the wages received by Japanese who were employed as section men and as laborers, engine wipers, and car cleaners in the shops. Though paid somewhat more than for track work, their wages have usually been less than those paid the men whom they replaced.

In one shop the Japanese when introduced were paid 16 cents while those whom they replaced had been paid 18 cents per hour. In another place they were set at work at 12½ cents per hour where the various white races which had been employed had received 18 cents per hour. In a third place they were given work as car cleaners at $1.25 per day where white men had been paid $1.50. In a fourth instance Japanese at $1.25 replaced white men who had been paid $1.60 as engine wipers. In still another shop they began work as engine wipers at 15 cents, whereas the white men they replaced had received 20 cents per hour. The substitution elsewhere in these occupations seems to have been made on much the same terms.

Beginning at a lower rate of pay the Japanese, when not serving as helpers, are still very generally paid less than the members of other races doing the same kinds of work. In one city there are three railway shops. In one of these Japanese are employed as laborers at $1.25 per day; in the second, Greeks and Italians at $1.80 per day; in the third, Austrians and Italians at $1.80 per day. One railway pays Japanese laborers in one of its shops $1.60 per day, but gives all white men $1.90. Usually, however, the differences are less great. The highest rate paid Japanese laborers is $1.75 per day, the lowest $1.25, and the rates most frequently paid are $1.35, $1.40, and $1.60. As engine wipers they get from $1.25 to $1.60 in the several shops investigated. As car cleaners they earn from $1.20 to $1.60 per day. As boiler washers they earn from about $1.60 to $1.80 per day. White men when employed receive somewhat more.

It would seem that the wages paid Mexicans have followed no well-defined rule. Certainly there is now no close relation between the wages they receive as section hands and those they receive in the shops. As shop laborers they are paid $1, $1.35, $1.65, and, in one instance, $2 per day. They are paid the same for cleaning cars and about the same for engine wiping. In one instance where employed as boiler washers they are paid $1.35, in a second $1.90, and in a third $2.75 per day; but in the vast majority of cases the wages paid are near or at the minima indicated. This is shown by the fact that 58.1 per cent of the men reporting earn less than $1.50 and 65.8 per cent less than $1.75 per day.

If the Asiatics and the Mexicans be compared, it will be found that the former are usually paid more than the latter for unskilled work. The truth of this statement is shown by the large percentage (58.1) of Mexicans who earn less than $1.25 and the large percentage of Asiatics (41.9) in the next group earning 25 cents more per day. In one city the Mexicans are paid $1 per day for common labor and cleaning cars, while the Japanese are paid $1.20. Other instances of similar discrimination might be given. A larger percentage of Mexicans than of Asiatics have, however, risen to the position of skilled laborers.

As pointed out, 3.8 per cent of the former and only 0.6 per cent of the latter earn $2.50 or over per day; but this fact is not due to any superiority of the Mexican so much as to the fact that he is employed where white men are difficult to obtain on account of social and climatic conditions, while the Asiatic is not to any great extent so employed, and that little hostility is shown toward the Mexican by white employees, while much is shown toward the Japanese.

Though only a part of the substitution of races which has taken place in railway shops has been at a lower wage, the general effect has been to lower the earnings of common laborers. And in the other occupations where this substitution has occurred it is certain that without the large influx of immigrant labor wages would have been materially increased. The substitution has taken place because wages were not advanced as they must have been to retain the older races in employment as laborers and to provide for the larger number required year after year. In the skilled occupations where substitution was impossible, wages have materially risen during the past decade. The wages of car builders, machinists, boiler makers, and other equally skilled workmen have been increased in almost every instance from 5 to 15 or even 20 per cent. A part of this was due to pressure exercised by labor unions, but much of it to the greater demand for labor of that kind.

Usually employers of labor and foremen make no distinction between natives, the English-speaking foreign, and the non-English-speaking races of north Europe, or natives and the older immigration. Consequently it is rare that any preferences are expressed as between them. Most of the employers' testimony is with reference to the desirability as laborers and helpers of the south Europeans, Mexicans, and Asiatics.

With reference to desirability for the work mentioned, the foremen of shops in the Southwest usually rank the Japanese ahead of the Mexicans, but regard both as distinctly inferior to the older white laborers. The Japanese are more industrious, perhaps, and certainly mentally more alert, more progressive, and more sober than the Mexicans, who, when of the peon class, are generally deficient in these qualities. They are invariably preferred for such work as engine wiping, though the Chinese are still better in this occupation. For other than this and the most unskilled labor, the Japanese are regarded as better than Chinese, because they "catch on" more quickly. Where Mexicans, Japanese, Italians, and Greeks are employed, as they are in southern California, the Italians and Greeks are generally regarded as preferable to Asiatics and Mexicans, except in engine cleaning, where Asiatics are very generally desired.

Elsewhere than in the Southwest, the comparisons are of the older white races, Japanese, Chinese, Italians, Greeks, and Austrians. Here the same preferences are expressed for Asiatics at such work as engine wiping and cleaning in general. With reference to the other work there are differences of opinion, save as to the general inferiority of all of the newer races to the native and older immigrant classes, until 10 years ago almost exclusively employed. The inferiority is due chiefly to the absence of a ready understanding of English and to inexperience in mechanical industries.

In two large shops, where the unskilled laborers are largely Japanese, Italians, and Greeks—the Japanese paid less than the others in some occupations—there is a distinct preference for the races in the order named. In a third shop, where these races and Austrians are employed, "Americans" are very much preferred by the shop superintendents and foremen, but they can not be obtained at the ruling rates of wages. Of the races employed, the Japanese are preferred to the others because they are "most efficient and least troublesome." The Italians are a second choice and Austrians a third. The Greeks are characterized as the "worst class of laborers." In most other cases the Italians are preferred to the Japanese and are always preferred to the Greeks. In only one of several shops where both races are employed are Greeks preferred to Japanese, though, as has already been stated, they are generally paid at a higher rate. They are very generally said to be not only inexperienced, but deficient in industry, ambition, and adaptability, and rather intractable.

CHAPTER V.

BRIDGES AND BUILDINGS, WATER SERVICE, AND SIGNAL DEPARTMENTS.

[For General Tables see pp. [illegible] to [illegible].]

The organization of the railway service is such as to cause these three departments of work, with their diverse occupations, to be thrown together for the purposes of this discussion. We find in the department of bridges and buildings carpenters and their helpers, bridge builders, cement workers, painters, blacksmiths, teamsters, and laborers; in the water service, pumpmen, plumbers, and pipe fitters; in the signal service, telegraph operators, electricians, signalmen, towermen, flagmen, and gatemen.

These occupations, except that of common labor, are characterized either by the requirement of some skill or that of a knowledge of English. Taken together, these requirements explain the classes of workmen employed.

In these branches of railway service is found a still smaller percentage (34.1) of foreign-born than in the railway shops (45.5). The percentages for the newer immigrant races are also smaller. Of the 1,384 for whom data were obtained, the English-speaking foreign-born were 13 per cent, the non-English-speaking north Europeans 13.9, the south Europeans 1.4, the Austrians 0.4, the Mexicans 3, the Asiatics 2, and the miscellaneous foreign-born 0.6. However, the data collected are so comparatively few that the smaller percentages can not be regarded as reliable. They are sufficient only to show the truth of the statement made that the newer immigrant races count for little in these branches of railway work.

That so few Mexicans, Japanese, Italians, and Greeks are employed as common laborers is explained largely by the fact that accommodations must be provided for boarding and lodging the workmen while not at work in large towns, and that these classes prefer to work and live in their own groups and are not welcomed by the other races as members of general groups. In some instances the inconvenience caused by making separate provision for these classes, and especially the Mexicans and Japanese and negroes, has caused the railways not to employ them at all as laborers in the department of bridges and buildings.

The foreign races being represented as they are, the percentage of recent immigrants requires no further explanation. Only 23 per cent of them have been in the United States less than five years and 38.2 per cent have resided here for ten years or more.

Very little of the labor is alien. Of 130 who had been in the United States five years or more and who were 21 years of age or over at the time of arrival, only 28 were aliens, while 10 of these were Mexicans and 6 were Canadians.

The details relating to conjugal condition and the location of wife of the foreign-born are shown in General Tables 28 and 29. Of 196 wives of the foreign-born, all but 22 were in the United States, and 11 of these were Japanese and 4 were Mexicans.

For earnings per day in detail see General Table 30. Summarized by groups of races, they are shown in the table following.

Table 27.—*Number of male employees 18 years of age or over earning each specified amount per day, by race group.*[a]

Race group.	Number reporting complete data.	Number earning each specified amount per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	551	2	4	19	6	94	228	148	34	16
Native-born of foreign father	214	3	3	1	2	38	92	44	24	7
Foreign-born English-speaking	128	......	......	2	4	26	53	30	8	5
North European, non-English-speaking	171	......	......	3	3	22	69	55	14	5
South European	7	......	......	1	......	3	3	......	......	......
Mexican	39	6	11	19	1	......	1	1	......	......
Asiatic	21	......	15	6	......	......	......	......	......	......
Miscellaneous	13	......	......	3	......	3	5	1	1	......
Total	1,144	11	33	54	16	186	451	279	81	33

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

With the exception of Asiatics and Mexicans, there is little difference in the earnings of the several groups, for there is little difference in their distribution among the several occupations, and there is no discrimination in the wages paid to the members of the several races. The lowness of the earnings of Mexicans and Japanese as compared with other races is explained by the facts that they serve in the lowest occupations only, and in them are paid low wages as compared to those paid white men doing the same work. Of 41 Mexicans reported, 33 were laborers, 7 were teamsters, and 1 a painter. All of the Japanese were common laborers or cooks. As common laborers on one division of roadway, Mexicans were paid $1.50, white men $2. On a second division, they were paid $1.75 and $2.50 per day, respectively. At another place, Mexicans were paid $1.25 and Mojave Indians $1.50. On two lines of railway employing Mexicans as laborers in the department of bridges and buildings, they received $1, $1.25, $1.50, and $1.75 per day, while the white laborers were paid $2, $2.25, and $2.50. On the one railway investigated which reported Japanese laborers in this department, they were paid $1.35, $1.40, and $1.50 on different divisions of the road, while white laborers were paid $1.80, $2, and in one place $2.50, per day.

It may be noted in the foregoing table that a small percentage of the employees other than Mexicans and Asiatics also have low earnings. These men are not common laborers, however, but gatemen and watchmen, who are usually paid low wages. As common laborers they usually earn more.

CHAPTER VI.

FREIGHT DEPARTMENT.

[For General Tables see pp. 500 to 506.]

The freight department of the railway service has been directly affected little, if at all, by immigration.

Though the percentage (47.3) of the foreign-born, as given in Table 3, is higher than that (45.5) given for railway shops, the figures are not entirely comparable. The discarding of all data for clerks and office force affected the showing for shops very little, but that of the freight department very much, for it eliminated a larger percentage of the employees and just that part which were largely native-born. The data tabulated for the freight department are for "freight handlers," "truckmen," and "laborers" only; the other data have been discarded.

The immigrants working as "freight handlers," "truckmen," and "laborers" practically all belong to the older immigration. Of 287 foreign-born, 182 are English-speaking and 51 are non-English-speaking north Europeans, while only 25 are south Europeans, 19 Austrians, 8 Mexicans, and 2 French Canadians. No Asiatics are, or have been, employed. The explanation of these proportions of the several races is found largely in the fact that it is almost indispensable that they speak and read English.

Connected with this fact is the further fact that 43.5 per cent of the foreign-born have been in the United States ten years or over, while only 37.2 per cent have resided here for less than five years. More than 41 per cent of the English-speaking, as against 33.3 per cent of the non-English-speaking, foreign-born had resided here for less than five years.

Most of the foreign-born are American citizens. Of 69 who have been in the United States more than five years and who were 21 years of age at the time of coming, 40 have second papers and 20 first papers, while 9, including 2 French Canadians, 1 of whom had resided here for more than twenty years, are aliens.

In spite of the fact that only 44 per cent of the native-born, as against 52.6 per cent of the foreign-born, were 30 years of age or over, the proportion of the married among the foreign was much smaller than among the native-born. Of 320 natives, 170 were married, 13 widowed, and 137 single, while of 287 foreign-born only 99 were married, 9 widowed, and 179 single. Eighty-eight of the married foreign-born reported the wife as being in the United States.

The earnings of the several races are shown in detail in General Table 38. In the tables here presented they are shown by groups of races, with percentages for each group and for the totals of each class.

TABLE 28.—*Number of male employees 18 years of age or over earning each specified amount per day, by race group.*[*]

Race group.	Number reporting complete data.	Number earning each specified rate per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	204	1	58	77	42	13	13	....
Native-born of foreign father	88	....	19	38	27	3	1	....
Foreign-born, English-speaking	175	....	27	41	105	2	....	....
North European, non-English-speaking	47	....	20	15	11	1	....	....
South European	25	....	1	19	5	....	....	....
Mexican	8	....	....	8	....	....	....	....
Miscellaneous	21	....	3	9	8	....	....	1
Total	568	1	128	207	198	19	14	1

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or time lost from shutdowns or other causes.

TABLE 29.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by race group.*[*]

Race group.	Number reporting complete data.	Per cent earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2	$2 and under $2.50	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	204	0.5	28.4	37.7	20.6	6.4	6.4	0.0
Native-born of foreign father	88	.0	21.6	43.2	30.6	3.4	1.1	.0
Foreign-born, English-speaking	175	.0	15.4	23.4	60.0	1.1	.0	.0
North European, non-English-speaking	47	.0	42.6	31.9	23.4	2.1	.0	.0
South European	25	.0	4.0	76.0	20.0	.0	.0	.0
Mexican	8	.0	.0	100.0	.0	.0	.0	.0
Miscellaneous	21	.0	14.3	42.9	38.1	.0	.0	4.8
Total	568	.2	22.5	36.4	34.9	3.3	2.5	.2

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

It may be pointed out that nearly all of those earning $3 or over per day are natives, and most of these are of native father. This is explained by the fact that they fill most of the best-paying positions. That the showing for the native-born of foreign father is not so good is doubtless explained by the fact that they were largely young men, and not that they were in any way inferior to those of native stock.

It will be noted, too, that though the work done requires little skill the earnings per day are comparatively large. Seventy-seven and three-tenths per cent earn $2 or over, while 40.9 per cent earn $2.50 or over per day.

CHAPTER VII.

OPERATING DEPARTMENT.

[For General Tables see pp. 507 to 512.]

Nor has the operating department of the railway service been appreciably affected by immigration. Of a total of 1,869, for whom data were obtained, only 163, or 8.6 per cent, were foreign-born, and, because of the necessity for a good knowledge of English, only 44 of these were of non-English-speaking races. Furthermore, with the exception of two South Italians and one negro, all were north Europeans or Canadians. Of 160 reporting length of residence in the United States, only 20, or 12½ per cent, had been in the United States less than five years, while 121, or 70.6 per cent, had resided here for ten years or over, and 92, or 57.5 per cent, for twenty years or more. Of those who had resided in the United States five years and were 21 years of age or over at time of coming, only 9, all English and Canadians, were aliens, while of the 96 foreign-born who were married only 1 reports his wife as not being in the United States.

Some of the employees reported their wages per month, while others reported them per day, making it necessary to present two tables for earnings. The details are found in General Tables 46 and 47. Summarized by groups, they are as follows:

TABLE 30.—*Number of male employees 18 years of age or over earning each specified amount per day, by race group.**

Race group.	Number reporting complete data.	Number earning each specified amount per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	388			12	1	10	74	128	58	105
Native-born of foreign father	128	1	2	5		5	23	39	22	31
Foreign-born	69			7	1	1	8	13	17	22
Total	585	1	2	24	2	16	105	180	97	158

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 31.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by race group.**

Race group.	Number reporting complete data.	Per cent earning each specified amount per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	388	0.0	0.0	3.1	0.3	2.6	19.1	33.0	14.9	27.1
Native-born of foreign father	128	.8	1.6	3.9	.0	3.9	18.0	30.5	17.2	24.2
Foreign-born	69	.0	.0	10.1	1.4	1.4	11.6	18.9	24.6	31.9
Total	585	.2	.3	4.1	.3	2.7	18.0	30.8	16.6	27.0

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The chief occupations included in the tabulation are those of conductor, brakeman, engineer, fireman, switchman, and flagman, but a few miscellaneous persons, earning less money than those following the occupations specified, have been included. These account for the comparatively few who are earning less than $2 per day or $60 per month.

Comparing the earnings of the different groups of races, it is found that while the higher wages are earned by the native-born, the English-speaking foreign-born have a larger percentage earning $3 per day or $90 per month or over. That the largest salaries are earned by the native-born is explained by the fact that the few best-paid positions are usually held by them. That a larger percentage of the English-speaking foreign-born than of the native-born earn more than $90 per month is explained by the fact that the former constitute a large percentage (about 25) of the engineers and firemen reported and a small percentage (about 4) of the conductors and brakemen, and that the former occupations taken together are better paid than the latter. It is to be noted, also, that the non-English-speaking foreign-born have the smaller percentage earning over $90 per month. The explanation is found in the fact that they are, as a rule, assigned to less responsible positions than those whose native language is English.

TABLE 32.—*Number of male employees 18 years of age or over earning each specified amount per month, by race group.*[a]

Race group.	Number reporting complete data.	Number earning each specified amount per month.										
		Under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $90.	$90 and under $100.	$100 and under $125.	$125 and under $150.	$150 and under $175.	$175 and under $200.	$200 or over.
Native-born of native father	883	9	21	17	112	71	103	235	144	136	28	9
Native-born of foreign father	218	7	......	5	19	13	23	47	45	51	6	2
Foreign-born, English-speaking	62	1	1	3	5	4	8	14	12	14	......	......
North European non-English-speaking	23	......	......	1	7	4	2	2	1	6	......	......
Miscellaneous	2	......	1	......	......	......	......	......	......	1	......	......
Total	1,188	17	23	26	143	92	136	298	202	208	32	11

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 33.—*Per cent of male employees 18 years of age or over earning each specified amount per month, by race group.*[a]

Race group.	Number reporting complete data.	Per cent earning each specified amount per month.										
		Under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $90.	$90 and under $100.	$100 and under $125.	$125 and under $150.	$150 and under $175.	$175 and under $200.	$200 or over.
Native-born of native father	883	1.0	2.4	1.9	12.7	8.0	11.7	26.6	16.3	15.4	3.2	1.0
Native-born of foreign father	218	3.2	.0	2.3	8.7	6.0	10.5	21.5	20.4	23.4	2.7	.9
Foreign-born, English-speaking	62	1.6	1.6	4.7	8.1	6.4	12.9	22.6	19.4	22.6	.0	.0
North European, non-English-speaking	23	.0	.0	4.3	30.4	17.4	8.7	8.7	4.3	26.1	.0	.0
Miscellaneous	2	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
Total	1,188	1.4	2.0	2.2	12.1	7.7	11.4	25.1	17.0	17.5	2.7	.9

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Not computed, owing to small number involved.

[For General Tables of this report see pp. 465 to 714.]

PART II.—IMMIGRANT LABORERS EMPLOYED BY STREET RAILWAY COMPANIES OPERATING IN THE CITIES OF THE PACIFIC COAST AND ROCKY MOUNTAIN STATES.

PART II.—IMMIGRANT LABORERS EMPLOYED BY STREET RAILWAY COMPANIES OPERATING IN THE CITIES OF THE PACIFIC COAST AND ROCKY MOUNTAIN STATES.

CHAPTER I.

INTRODUCTORY.

The Special Report of the Census upon Street and Electric Railways published in 1910 shows that in 1907, 91 companies were operating street railways in the "Western Division."[a] These companies at that time had upon their pay rolls an average number of 18,162 wage-earning and 1,647 salaried employees. During the years 1908 and 1909 agents of the Commission investigated 14 companies, operating in and between the cities of Tacoma and Seattle in the State of Washington, in one city in the State of Colorado, and Sacramento, Oakland, San Francisco, San Jose, Los Angeles, and San Diego, in the State of California. Personal data for 8,042 male employees of the companies operating in these cities were secured.

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[a] Including Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Wyoming, and Washington.

CHAPTER II.

RACES EMPLOYED AND THEIR OCCUPATIONS.

[For General Tables see pp. 513 to 545.]

The street railway service offers an extremely wide field of employment. In the electrical work and in the machine shops and power houses highly skilled workmen are needed. In the operation of the cars men of a fair degree of intelligence, familiar with local conditions, and proficient in the use of the English language are essential to efficient service. The rough work in the shops and the manual labor involved in construction and maintenance of way offer a field to unskilled workmen. This diversity of the field of employment makes the study of the racial complexion of the labor supply important from the point of view of immigration. Naturally a large number of immigrants, of many races, have found employment in this industry. In fact no less than 43 races were represented among the employees from whom data were secured for this report. The position of the various races of immigrants in the street railway service, because of the diversity of the occupations, may be taken as fairly typical of the position they occupy in industry in general throughout the West. The following table shows the number of employees by general nativity and race, and by the department in which they are employed.

TABLE 1.—*Number of male employees in each department for whom information was secured, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number in each specified department.			
		Operating.	Maintenance of way and construction.	Shops and power.	Electricians and linemen.
Native-born of native father:					
White	3,497	2,412	176	650	259
Negro	32		24	8	
Native-born of foreign father, by country of birth of father:					
Australia	1				1
Austria-Hungary	13	5	2	4	2
Azores	3	1		2	
Belgium	3	3			
Canada	104	72	6	17	9
Cuba	1		1		
Denmark	34	24	2	7	1
England	191	112	11	52	16
France	32	16	1	13	2
Germany	374	221	29	94	30
Ireland	214	124	20	58	12
Italy	12	4	2	5	1
Mexico	22	4	15	3	
Netherlands	4	4			
Norway	30	16	8	6	
Portugal	27	15	2	9	1
Russia	9	8		1	
Scotland	68	48	4	13	3
Spain	3	2		1	
Sweden	51	25	10	10	6
Switzerland	11	6	1	4	
Wales	16	8	1	6	1
South America (country not specified)	2			2	
Total	1,225	718	115	307	85
Total native-born	4,754	3,130	315	965	344

Table 1.—*Number of male employees in each department for whom information was secured, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in each specified department.			
		Operating.	Maintenance of way and construction.	Shops and power.	Electricians and linemen.
Foreign-born:					
Bohemian and Moravian	9	7	1	1	
Bulgarian	3		3		
Canadian, French	23	13	1	7	2
Canadian, Other	187	123	13	44	7
Croatian	1			1	
Cuban	1			1	
Dalmatian	9	2	5	2	
Danish	100	62	13	24	1
Dutch	13	10	1	1	1
East Indian	1	1			
English	276	120	23	115	18
Finnish	31	3	22	5	1
Flemish	4	2	1		1
French	20	10	3	7	
German	215	110	32	64	9
Greek	120	6	104	10	
Hebrew, Russian	5	5			
Hebrew, Other	4	2		1	1
Herzegovinian	49	2	45	2	
Icelandic	1			1	
Irish	407	176	142	76	13
Italian, North	367	5	314	45	3
Italian, South	142	1	106	35	
Japanese	102		54	48	
Korean	2		2		
Lithuanian	1	1			
Macedonian	1		1		
Magyar	5		1	4	
Mexican	543	1	538	4	
Montenegrin	1		1		
Norwegian	127	47	61	14	5
Polish	9	2	2	5	
Portuguese	17	4	7	6	
Roumanian	9	6	3		
Russian	21	3	15	3	
Scotch	74	43	5	25	1
Servian	7		5	2	
Slovak	4			3	1
Slovenian	8	2	6		
Spanish	6	2	2	2	
Swedish	258	112	93	50	3
Syrian	7	2	3	2	
Turkish	8		8		
Welsh	24	5	2	17	
Austrian (race not specified)	52	3	45	4	
Belgian (race not specified)	1	1			
Swiss (race not specified)	13	2	2	9	
Total foreign-born	3,288	896	1,685	640	67
Grand total	8,042	4,026	2,000	1,605	411

The majority of the employees reported were native-born. However, 3,288, or 40.9 per cent, of the total were immigrants. The most important immigrant races from the point of view of numbers were the Mexican, the Irish, the North Italian, the English, the Swedish, the German, the Canadian (other than French), the South Italian, the Norwegian, the Greek, and the Japanese. No other race was represented by more than 100. However, the Danes, the Herzegovinians, the Scotch, and the Austrians (race not specified) were reported in numbers exceeding 40.

The composition of the labor supply of the various departments is significant. The operating department offers little range in employment. With the exception of the relatively few starters, timekeepers, and clerical employees, the men of this department are "platform men"—motormen and conductors. These men come in close contact with the patrons of the car lines, and must be fairly intelligent, must speak English, and must not be members of races against whom any antipathy is felt in the community. With these essential qualifications in mind it is not surprising to find that of the 4,026 employees reported in this branch of work, 3,130, or 77.8 per cent, were native-born, as opposed to 896, or 22.2 per cent, who were immigrants. Moreover, of these 896 foreign-born employees, 79.8 per cent were members of north European[a] races and 15.2 per cent were Canadians—a total of 95 per cent from these two groups. In fact, only 36 east Europeans and 20 south Europeans were employed as platform men. The races which predominate in this department are native-born, or of the older type of immigrants. They are literate, most of them are married, and a large proportion of the foreign-born have become fully naturalized.

On the other hand, the men employed in construction work and maintenance of way are largely immigrants of the more recent type, most of them being Mexicans, North and South Italians, Greeks, members of the Slavic races, and Japanese. Of the north European races, the Irish, the Swedes, and the Norwegians are most numerously employed in this department. The native-born employees are relatively few. Of a total of 2,000, only 315, or 15.8 per cent, were native-born. The reason for the predominance of the more recent type of immigrant in construction work is to be found in the character of the work, which is for the most part rough and unskilled, and requires no especial intelligence or knowledge of English. The immigrants so employed are of an "unsettled" type, show a large percentage of illiterates, and evince little civic interest.[b]

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[a] The terms north European, south European, and east European, as used in this report, include the following races:

NORTH EUROPEAN.

Danish.
Dutch.
English.
Flemish.
French.
German.
Icelandic.
Irish.
Norwegian.
Scotch.
Swedish.
Welsh.
Belgian (race not specified).

SOUTH EUROPEAN.

Greek.
Italian, North.
Italian, South.
Portuguese.
Spanish.
Swiss (race not specified).

EAST EUROPEAN.

Bohemian and Moravian.
Bulgarian.
Croatian.
Dalmatian.
Finnish.
Hebrew (Russian).
Herzegovinian.
Lithuanian.
Macedonian.
Magyar.
Mexican.
Montenegrin.
Polish.
Roumanian.
Russian.
Servian.
Slovak.
Slovenian.
Austrian (race not specified).

OTHER RACES.

Canadian, French.
Canadian, Other.
Cuban.
East Indian.
Hebrew (other than Russian).
Japanese.
Korean.
Mexican.
Syrian.
Turk.

[b] It should be noted that the data were gathered when the effects of the financial stringency of 1907 were still felt. The activities of this department are much affected by such conditions. Little construction work is undertaken, and the minimum of repair work is done. Thus the labor force was largely curtailed at the time of the investigation. However, the data are believed to be fairly typical of the racial composition which obtains under normal conditions.

The occupations offered in the shops and power houses differ greatly. They vary from skilled mechanical work to common labor. The employees are, as a result, drawn from all classes of laborers. Approximately three-fifths, 60.1 per cent, were native-born. Among the foreign-born the most numerously represented races were the English, the Irish, the German, and the Swedish. These four races constituted almost one-half of the total number of the foreign-born. Italians and Japanese were also reported in rather large numbers, but the latter race were employed as unskilled laborers, and in Los Angeles only. The employees of this department, other than the Italians, Japanese, and others of the more recent type of immigrants, were literate, a large percentage were married, and showed considerable civic interest. The Italians and Japanese, on the other hand, were less literate and more unsettled.

The electricians and linemen were very largely native-born. Indeed, of the 411 employees of this department, from whom data were obtained, 83.7 per cent were native-born, while of the 67 foreign-born only 15 were from other than north European countries. All of the men were literate, more than half of them were married, and of the immigrants eligible to complete naturalization only 5 were aliens. The fact that the labor supply in this department is so largely composed of natives and north Europeans is due primarily to the skilled nature of the work.

Further light upon the racial distribution of immigrants is to be had from an analysis of the table following, which indicates the percentages of each race who were employed in the four departments.

TABLE 2.—*Per cent of male employees in each department, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent employed in each specified department.			
		Operating.	Maintenance of way and construction.	Shops and power.	Electricians and linemen.
Native-born of native father:					
White	3,497	69.0	5.0	18.6	7.4
Negro	32	....	75.0	25.0	....
Native-born of foreign father, by country of birth of father:					
Canada	104	69.2	5.7	16.3	8.7
Denmark	34	70.6	5.9	20.6	2.9
England	191	58.6	5.8	27.2	8.4
France	32	50.0	3.1	40.6	6.3
Germany	374	59.1	7.8	25.1	8.0
Ireland	214	57.9	9.3	27.1	5.6
Mexico	22	18.2	68.2	13.6	....
Norway	30	53.3	26.7	20.0	....
Portugal	27	55.6	7.4	33.3	3.7
Scotland	68	70.6	5.9	19.1	4.4
Sweden	51	49.0	19.6	19.6	11.8
Other countries	78	52.6	9.0	32.1	6.4
Total	1,225	58.6	9.4	25.1	6.9
Total native-born	4,754	65.8	6.6	20.3	7.2
Foreign-born:					
Canadian, French	23	56.5	4.4	30.4	8.7
Canadian, Other	187	65.8	7.0	23.5	3.7
Danish	100	62.0	13.0	24.0	1.0
English	276	43.5	8.3	41.7	6.5
Finnish	31	9.7	71.0	16.1	3.2
French	20	50.0	15.0	35.0	....
German	215	51.2	14.9	29.8	4.2

TABLE 2.—*Per cent of male employees in each department, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Per cent employed in each specified department.			
		Operating.	Maintenance of way and construction.	Shops and power.	Electricians and linemen.
Foreign-born—Continued.					
Greek	120	5.0	86.7	8.3	....
Herzegovinian	49	4.1	91.8	4.1	....
Irish	407	43.2	34.9	18.7	3.1
Italian, North	367	1.4	85.6	12.3	.8
Italian, South	142	.7	74.6	24.6	....
Japanese	102	....	52.9	47.1	....
Mexican	548	.2	99.1	.7	....
Norwegian	127	37.0	48.0	11.0	3.9
Russian	21	14.3	71.4	14.3	....
Scotch	74	58.1	6.8	33.8	1.3
Swedish	258	43.4	36.0	19.4	1.2
Welsh	24	20.8	8.3	70.8	....
Austrian (race not specified)	52	5.8	86.5	7.7	....
Other races	150	34.0	36.0	27.3	2.7
Total foreign-born	3,286	27.2	51.2	19.5	2.0
Grand total	8,042	50.1	24.9	20.0	5.1

The contrasts between the native-born and foreign-born with regard to their occupational distribution are striking. Of the native-born reporting data, 65.8 per cent were in the operating department, as opposed to only 27.2 per cent of the foreign-born. More than one-half of the Canadians, Danes, French, Germans, and Scotch, however, were platform men, while other north European races reported from 20.8 per cent to 43.5 per cent of their numbers as employed in this department. No Japanese or negroes, and very few south and east Europeans, or Mexicans were employed in the work of operation.

In the construction work and maintenance of way, on the other hand, only 6.6 per cent of the native-born, as opposed to 51.2 per cent of the foreign-born, were reported. However, 75 per cent of the negroes and 68.2 per cent of the native-born of Mexican fathers were employed in this department. Among the foreign-born, the south and east European races and the Mexicans are shown to have been engaged in the greatest proportion in track work. Indeed, 99.1 per cent of the Mexicans and 91.8 per cent of the Herzegovinians were construction and maintenance-of-way laborers, as were 86.7 per cent of the Greeks, 86.5 per cent of the Austrians (race not specified), 85.6 per cent of the North Italians, 74.6 per cent of the South Italians, 71.4 per cent of the Russians, and 71 per cent of the Finns. The Japanese reported 52.9 per cent of their number as employed in this department. All other races were represented by smaller percentages—less than 10 in the case of the Canadians, English, Scotch, and Welsh.

Almost the same proportions of native-born and of foreign-born were reported from the department of shops and power. Furthermore, the races which showed large proportions in the operating force, as well as those which reported larger percentages in construction and maintenance of way, were about equally represented in the shops and power houses. This is due to the diverse occupations found there. The south and east Europeans, Japanese, and Mexicans who are employed in the shops and power houses do unskilled work. This is clearly demonstrated by the relatively low wages which they received, as will be shown in a later section of this report. On the contrary, most of the north European races and Canadians were employed at the more skilled and more remunerative occupations in this department.

The electricians and linemen are largely native-born. Of the native-born 7.2 per cent were reported as engaged in these occupations, as against only 2 per cent of the foreign-born. The foreign-born in this group were mostly north Europeans. In fact, only two other races were represented, namely, the Finnish with 3.2 per cent, and the North Italian with 0.8 per cent of their numbers.

In general, then, it may be said that the native-born and the north European and Canadian foreign-born predominate in the platform work and in the more skilled and mechanical work in the shops and power houses and as electricians and linemen. The sphere of the south and east European, the Mexican, the Japanese, and the negro in this industry is unskilled labor, such as is to be found in construction work and in the general maintenance of way, as well as in some branches of shopwork.

CHAPTER III.

HOURS AND EARNINGS OF LABOR.

OPERATING DEPARTMENT.

Hours and wages were found to vary greatly from one locality to another. This is especially true in the case of the operating force. Hours of labor for platform men vary between wide extremes everywhere, because of the necessity of furnishing extra cars for the traffic during the rush hours. Platform men are paid so much per hour, and in most of the western cities the rate varies with the length of service. Conductors and motormen begin work at a minimum rate per hour and advance each year to a higher rate until the maximum is reached. As a rule these men are secure in their positions so long as their work does not fall below the standard set. This progressive system of remuneration and the comparative security of position tend to attract a settled type of labor, even though the rate of pay is not as high as in some other occupations.

In two localities in the State of Washington platform men, as a rule, work from ten to twelve hours per day at the rate of 25 cents per hour. Approximately 80 per cent of the motormen and conductors in these cities were working ten hours or over per day. Of those reporting data, 61.6 per cent earned between $2.50 and $3 per day, while 17.3 per cent earned between $3 and $3.50 per day.

In a Colorado municipality the wages vary from 22 cents to 27 cents per hour. For the first year of continuous service the employees of the operating department receive the minimum wage. During their second year of service the rate of pay is increased to $0.245 per hour. For the third, fourth, and fifth years' service the men receive $0.255 per hour. After five years of continuous service the rate of $0.27 per hour becomes effective. Wages are paid for the time during which the employee is "actually engaged in operating or running a car, with the exception of ten minutes' additional time once per day when on duty." During a "trial period," the length of which is determined by the company, the applicant works without pay. After serving this "apprenticeship" he is placed on a list of substitutes who are called upon from time to time to fill temporary vacancies, and from whose numbers permanent vacancies are filled. During this period of service as a substitute the employment is irregular in the extreme. The men are allowed one day off per week, and work on the average between ten and eleven hours per day.

In one California city the platform men begin their service with the company at an hourly rate equal to the maximum rate paid for similar work in the Colorado locality which was investigated. During the initial year $0.27 per hour is paid. For each succeeding year, up to and including the fifth, 1 cent per hour is added to the wage. Thus, during the fifth year of service and as long thereafter as they are employed, the platform men receive $0.31 per hour for the time actually spent in the operation of cars. The hours worked in this department normally range from nine to ten per day. However, in this city, as elsewhere, they are irregular. The men are allowed one day in every ten as a holiday.

In another locality in this State the highest rate of pay for platform men which was reported for the Western States prevails. Here the initial wage is $0.30 per hour. During the subsequent service of the employees 1 cent for each year is added for ten years, so that in the end the rate is $0.40 per hour. As in the last-mentioned locality they are allowed as a holiday one day in every ten. It is estimated that, allowing for three days "off" per month, the men average sixty-six hours per week.

In a third California municipality the rate of wages for platform men is relatively high. Ninety per cent of the employees of one corporation earned a flat rate of $3 per day, while the remaining 10 per cent earned $2.50 per day. The latter, however, are men who have been recently employed, and who later are paid at the higher rate. On this company's lines a ten-hour day is normal. The employees of the other street railroad system, from which data were secured in this city, earn during their initial year of service $0.25 per hour, and for each successive year of continuous service 1 cent per hour is added to their wages up to a maximum of $0.33 per hour. The normal workday is ten hours, but overtime is frequently necessary in the case of delays and accidents, and wages are paid for all time actually spent in operating cars.

Motormen and conductors employed by the street railroads of a fourth locality in California earn between $0.24 and $0.30 per hour. One company pays $0.24 per hour for the initial year's work, while the other two for which information was secured pay $0.25. In each case an increase of 1 cent per hour is given the men for each consecutive year of service until the rate of $0.30 per hour is attained. In one system, platform men work on the average of nine hours per day; in a second, ten hours; and in a third, from eight and one-half hours to ten hours, according to the time schedule of runs. The men are allowed to "lay off" three days each month.

In another locality in California data were secured for the employees of three companies. Each one of these had a different system of progressive wages for its platform men. Extra men, substituting for regular employees, receive $0.23 per hour in two cases. The rate of pay for the first year of regular work is the same for each company reported, namely, $0.24 per hour. Variations, however, occur in the time at which increases are made in subsequent years. In one case the rates are as follows:

	Per hour.
First year	$0.24
Second year	.25
Third and fourth years	.26
Fifth year	.27
Sixth and seventh years	.28
Eighth year and after	.30

Another company pays its platform men on the following basis:

	Per hour.
First year	$0.24
Second, third, and fourth years	.26
Fifth, sixth, and seventh years	.28
Eighth year and after	.30

The system in vogue on the other lines investigated was:

	Per hour.
First year	$0.24
Second year	.25
Third, fourth, and fifth years	.26
Sixth, seventh, and eighth years	.27
Ninth, tenth, and eleventh years	.28
Twelfth, thirteenth, and fourteenth years	.29
Fifteenth year and after	.30

It will be noted that in every case the maximum rate is $0.30 per hour. In two instances eight years of consecutive service are required in order to secure the maximum wage, while on the lines of one company the employee does not secure $0.30 an hour until his fifteenth year of uninterrupted service. The normal hours of labor vary from ten to twelve per day, besides which there is much overtime which is remunerated at the regular rates. The men work seven days per week, but are allowed to take off three days each month. In another locality in this State the wages of platform men vary from $0.225 to $0.30 per hour and the normal day's work is ten hours.

To summarize: The platform men in the western cities are paid on an hour basis, and the hours are more or less irregular. Wages vary from $0.22 to $0.40 per hour and in most cases are graduated according to the length of service. The highest rates obtain in California, while the lowest are found in Colorado. Since the employees in this department are and have been in the past largely of American birth, or immigrants from English-speaking countries, it would seem that the employment of foreigners has had little effect on wages.

The combined data relating to the earnings of employees in the operating departments of all of the companies investigated are presented in the table following, which shows the percentage[a] of each race, of which 20 or more members were reported, earning each specified rate per day. These figures are based on the personal data secured from the men, and because of the irregularity of the work of platform men, they should not be relied upon as absolutely accurate. They are in most cases an approximation of actual earnings.

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[a] The complete tables showing the numbers are found in the General Tables to this report, pp. 513 to 545.

TABLE 3.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

OPERATING DEPARTMENT.

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	2,398	0.1	0.1	0.4	1.7	1.9	11.9	48.2	32.7	2.5	0.5
Native-born of foreign father, by country of birth of father:											
Canada	72	......	......	......	1.4	1.4	5.6	59.7	25.0	4.4	2.4
Denmark	24	......	......	......	4.2	4.2	8.3	45.8	37.4	......	......
England	112	......	......	......	......	4.5	10.7	47.3	33.9	2.7	.9
Germany	218	......	......	......	1.4	.9	11.0	42.7	38.5	2.8	2.8
Ireland	124	......	.8	......	.8	.8	12.1	46.8	34.7	1.6	2.4
Scotland	48	......	......	......	2.1	......	12.5	31.3	43.8	10.4	......
Sweden	25	......	......	......	......	4.0	16.0	32.0	44.0	......	4.0
Other countries	91	......	......	......	1.1	......	6.6	50.5	35.2	4.4	2.2
Total	714	......	.1	......	1.1	1.5	10.2	45.8	35.9	3.2	2.1
Total native-born	3,112	.1	.1	.3	1.6	1.8	11.5	47.6	33.5	2.7	.9
Foreign-born:											
Canadian (other than French)	121	......	......	......	.8	......	6.6	43.8	39.7	4.1	5.0
Danish	61	......	......	......	......	......	16.4	34.4	42.6	6.6	......
English	120	......	......	......	......	.8	13.3	47.5	31.7	5.0	1.7
German	108	......	......	2.8	2.8	......	5.6	47.2	36.1	2.8	2.8
Irish	174	......	......	......	......	1.1	6.9	47.7	37.4	5.2	1.7
Norwegian	47	......	......	......	......	......	19.1	46.8	31.9	2.1	......
Scotch	42	......	......	......	2.4	......	7.1	57.1	23.8	9.5	......
Swedish	112	......	......	......	.9	......	10.7	44.6	36.6	2.7	4.5
Other races	103	......	......	1.0	......	1.0	11.7	52.4	31.1	1.0	1.9
Total foreign-born	888	......	......	.5	.6	.5	9.9	46.7	35.4	4.1	2.4
Grand total	4,000	.1	.1	.3	1.4	1.6	11.2	47.4	33.9	3.0	1.2

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The vast majority of the employees in this department reported earnings of $2.50 and under $3.50 per day. Of the 4,000 reporting, 33.9 per cent earned $3 but less than $3.50 per day, while 47.4 per cent earned $2.50 but less than $3 per day. In other words, 81.3 per cent of the platform men earned between $2.50 and $3.50 per day. Only 4.2 per cent earned $3.50 or over per day, while 11.2 per cent earned $2 but less than $2.50, and 3.5 per cent less than $2 per day. The slight differences which appear in the earnings of the various races are to be explained by the fact that different proportions of these races are employed in the various localities, and are subject to the various rates of wages which obtain in those localities. No discrimination against any foreign-born race in the matter of wages was found. However, races against whom any prejudice was manifested in the communities were not employed as platform men.

MAINTENANCE OF WAY AND CONSTRUCTION.

As pointed out earlier in this report, the laborers employed in the department of construction and maintenance of way were largely immigrants. Of the total number reported, 84.5 per cent were foreign-born. For this reason it is important from the point of view of immigration to note the differences in hours of labor and rates of pay which obtain in the various localities studied.

It should be noted at this point that the employment offered by this department, because of climatic conditions, is far more irregular during the year than that of the other departments of work in this industry, and also that it varies greatly in volume from one year to another. Thus, the men employed in the work of construction and maintenance of way are not assured of regular work throughout the year, as are the platform men and the shop employees.

The racial composition of the labor supply of this department in the two localities studied in the State of Washington was somewhat different. In one of these almost two-thirds of the men were Italians, the South Italians being in the majority. Members of twelve other races were employed. The rate of pay in the locality varied from $1.75 to $2.25 per day, and the hours of labor were ten per day, or sixty per week, no Sunday work being required. It is significant that approximately 60 per cent of those employees who were earning less than $2 per day were Italians. In the other locality of the State from which information was obtained, 55 per cent of the employees of the department were natives and north Europeans, the remainder (except two Canadians) being immigrants from south and east Europe. The Italians numbered about one-fourth of all the employees of the department. The presence of a greater proportion of natives and north Europeans in the locality is doubtless largely due to the higher wages which prevail. Whereas, in the other Washington locality wages varied from $1.75 to $2.25 per day, in this, approximately 85 per cent were earning between $2.25 and $2.50 per day. Of those who earned less than $2.25 per day approximately two-thirds were Italians. These earnings were for a ten-hour day, six days per week.

The five localities which were investigated in California present sharp contrasts in the matter of wages received by laborers in the department of maintenance of way and construction. In the first locality 80 per cent of the employees of this department earned between $2.25 and $3 per day of ten hours. Only eight races were represented, and of these the Italians and native Americans were the most numerous. No Sunday work was done save under exceptional conditions. In the second California locality the wages paid for this kind of work were about the same as those prevailing in the first, the laborers earning from $2.25 to $2.75 per day. More than one-half of the laborers were North Italians, the next most numerous race being the Irish, who numbered about one-fourth of the total. Only six natives were reported as engaged in construction work in this locality as day laborers. No discrimination in the matter of wages paid to immigrants was noted. Wages in these two California localities were the highest found in any western city for work of this kind.

In a third locality in the State the labor supply in the maintenance of way and construction department of one company was composed almost exclusively of English, Irish, and Scotch immigrants. Wages varied from $2 to $2.50 per day of nine or ten hours. The other company operating in this locality employed a far larger percentage of south and east Europeans in its construction and track-repairing "gangs." Indeed, approximately 70 per cent of the employees of this department were south and east Europeans, among whom the most numerous races were the Italians and Greeks. Wages paid by this company varied from $1.50 to $2.50 per day, the majority of the men earning $2 per day of nine hours. In general the wages of the south and east Europeans were the lowest in the scale, but a number of Italians were earning as much as the natives.

In a fourth California locality from which information in regard to three street railway companies was obtained, the wages in the department under consideration ranged from $1.75 to $2.25 per day. Nine hours of work per day was the rule, and in the case of two companies the men worked seven days per week. Three-fourths of the men reported were Italians and most of them from the southern provinces, the others being largely natives and north Europeans, many of whom served as "straw bosses."

Mexicans were most numerously employed in a fifth locality in California, as maintenance-of-way and construction laborers. Approximately three-fourths of the employees in this department of work were of this race. A third of the remainder were natives and north Europeans, the others being south and east Europeans and Asiatics. Some 60 Japanese and Koreans were employed. The situation in this locality is thus essentially different with regard to racial composition from that which obtains in the localities previously considered. The usual day in the locality is ten hours, but in some cases a nine-hour day obtains. Most of the men worked only six days per week. In several instances, however, groups were required to work seven days per week. In the wages paid discrimination is shown between Mexicans and Japanese on the one hand and the natives and "white" immigrants on the other. The members of the former races are paid from $1 to $1.15 per day, and are furnished lodging in "shacks" near the point where the "gangs" are at work. They are also in some cases furnished fuel, light, and wood free and allowed to ride on the cars without paying car fare. The other races are paid from $1.75 to $2.25 per day, no lodging included. The low wages paid to Mexican laborers doubtless account in a large measure for the predominance of this race in the construction department. A sixth locality, situated near the last one considered, employed North Italians in this department of work almost to the exclusion of other races. Three-fifths of the men earned $1.75 but less than $2 per day, while the other two-fifths earned $2 but less than $2.25 per day of nine hours.

The combined earnings data secured from the employees of the maintenance-of-way and construction departments in the various localities which were studied are presented in the table following.

TABLE 4.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

MAINTENANCE OF WAY AND CONSTRUCTION.

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	174	......	2.3	0.6	1.7	5.7	39.7	28.7	13.8	5.2	2.3
Negro	24	......	......	......	16.7	58.3	20.8	4.2	......	......	......
Native-born of foreign father, by country of birth of father:											
Germany	29	......	......	......	......	17.2	41.4	24.1	13.8	3.5	......
Ireland	20	......	......	......	......	5.0	10.0	55.0	20.0	......	10.0
Other countries	61	......	18.0	1.6	6.6	6.6	34.4	11.5	16.4	3.3	1.6
Total	110	......	10.0	0.9	3.6	9.1	31.8	22.7	16.4	2.7	2.7
Total native-born	308	......	4.9	0.6	3.6	11.0	35.4	24.7	13.6	3.9	2.3
Foreign-born:											
English	23	......	......	......	......	8.7	52.2	8.7	21.7	......	8.7
Finnish	22	......	......	......	......	4.6	90.9	......	4.6	......	......
German	32	......	......	......	3.1	21.9	40.6	12.5	21.9	......	......
Greek	103	......	1.9	1.9	16.5	15.5	54.4	4.9	1.9	......	2.9
Herzegovinian	45	......	......	......	6.7	35.6	46.7	11.1	......	......	......
Irish	142	......	......	0.7	5.6	5.6	34.5	33.8	14.8	3.5	1.4
Italian, North	313	0.3	......	......	1.3	17.9	61.7	16.9	1.9	......	......
Italian, South	106	......	......	4.7	5.7	29.2	50.9	7.6	0.9	0.9	......
Japanese	54	......	88.9	......	......	......	11.1	......	......	......	......
Mexican	528	0.2	75.4	16.7	4.6	1.1	1.1	1.0	......	......	......
Norwegian	61	......	......	......	......	8.2	77.1	6.6	4.9	......	3.3
Swedish	93	......	......	......	......	1.1	77.4	11.8	7.5	2.2	......
Austrian (race not specified)	45	......	......	......	......	4.4	91.1	2.2	2.2	......	......
Other races	106	......	2.8	0.9	9.4	17.0	46.2	13.2	9.4	......	0.9
Total foreign-born	1,673	0.1	27.0	5.8	4.4	10.1	38.2	9.6	3.8	0.5	0.6
Grand total	1,981	0.1	23.5	5.0	4.2	10.2	37.8	11.9	5.4	1.0	0.9

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The daily earnings of 1,981 laborers in this department were reported. Of these almost one-fourth (23.6 per cent) earned less than $1.25 per day, while 19.4 per cent earned between $1.25 and $2 per day. The earnings of 37.8 per cent were $2 and under $2.50, and those of 11.9 per cent $2.50 and under $3. Only 7.3 per cent earned $3 or over per day. The contrast between the native-born and foreign-born employees is marked. While only 4.9 per cent of the foreign-born earned $3 or over per day, 19.8 per cent of the native-born reported earnings of $3 or over. The greater proportion of native-born who earned high wages in this department is largely due to the fact that many men of this type are employed as subforemen. Furthermore, natives are most numerously employed in those localities where the highest wages prevail. The latter condition accounts in a large measure for the fact that 24.7 per cent of the native-born, as against 9.6 per cent of the foreign-born, earned $2.50 but less than $3 per day. Of the foreign-born, 38.2 per cent, as opposed to 35.4 per cent of the native-born, earned $2 but less than $2.50 per day. However, only 20.1 per cent of the native-born as compared with 47.4 per cent of the foreign-born earned less than $2 per day. These

47.4 per cent, it should be noted, were for the most part Mexicans whose pay was ordinarily from $1 to $1.15 per day. Indeed, 75.6 per cent of this race earned less than $1.25 per day, while no one of its members earned as much as $3 per day. The Japanese were employed in but one locality and their pay corresponded closely to that of the Mexicans. The data show that 88.9 per cent of the Japanese earned $1 but less than $1.25 and the other 11.1 per cent between $2 and $2.50 per day, chiefly as "bosses" of "gangs" of their own race.

The majority of the foreign-born laborers, other than the two races mentioned above, earned $2 but less than $2.50 per day. In this wage group were reported 91.1 per cent of the Austrians (race not specified), 90.9 per cent of the Finns, 77.4 per cent of the Swedes, 77.1 per cent of the Norwegians, 61.7 per cent of the North Italians, 54.4 per cent of the Greeks, 52.2 per cent of the English, and 50.9 per cent of the South Italians. Only 40.6 per cent of the Germans and 34.5 per cent of the Irish were reported in this group. From these two races, however, were drawn many of the supervisory force, who reported higher wages. Indeed 34.4 per cent of the Germans and 66.2 per cent of the Irish earned $2.50 or over per day. The English also reported 39.1 per cent who earned $2.50 or over per day. The Greeks, South Italians, and Herzegovinians were the lowest paid of the foreign-born other than the Japanese and Mexicans. With regard to the native-born it should be noted that 74.9 per cent of the negroes earned $1.50 but less than $2 per day.

In general, the native-born whites and the immigrants from north European countries were the best paid laborers in the department of construction and maintenance of way. South and east Europeans and negroes earned somewhat less, while the lowest wage group was composed almost exclusively of Japanese and Mexicans.

SHOPS AND POWER PLANTS.

Conditions of labor in the shops and power houses were substantially the same in the various localities studied. The immigrants who found employment in this department of work were largely north Europeans and were distributed uniformly throughout the various communities, with the exception of the Japanese and the Italians, most of whom were employed in Southern California. The hours of labor varied from 8 to 12 per day, the former for some of the skilled mechanics and the latter for power-house employees who work on the "two-shift" plan. The vast majority of the employees in this department, however, work nine hours per day. In two communities the usual day is ten hours. Sunday work is required only in those branches which are essential to the operation of cars.

As was pointed out in the earlier discussion, the work of the shops and power houses is extremely diverse, embracing most grades of labor from the ordinary manual work of cleaning cars to the most skilled labor involved in car building and repairing. Therefore, in dealing with the statistics of earnings presented in the following table, the racial contrasts shown must be interpreted in the light of the difference in occupations. In general, the men who earned less than $2.50 per day were performing unskilled labor, while those whose earnings were $2.50 or over were engaged in more or less skilled work. At this point it should be mentioned that the mechanics—blacksmiths, machinists, etc.—employed by these street railway companies are in most cases nonunion men and are paid considerably less than the union scale.

The following table shows the percentage of the adults of each race who earned each specified rate per day.

TABLE 5.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

SHOPS AND POWER PLANT.

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	638	......	......	0.3	1.4	4.7	29.8	34.5	19.6	6.7	3.0
Negro	8	......	......	......	(b)	(b)	(b)	(b)	......	......	......
Native-born of foreign father, by country of birth of father:											
England	50	......	2.0	......	4.0	8.0	20.0	28.0	26.0	4.0	8.0
Germany	92	......	......	......	1.1	4.4	23.9	37.0	23.9	6.5	3.3
Ireland	58	......	......	1.7	1.7	3.5	15.5	39.7	22.4	8.6	6.9
Other countries	99	......	1.0	1.0	......	5.0	23.2	38.4	21.2	4.0	6.0
Total	299	......	0.7	0.7	1.3	5.0	21.4	36.5	23.1	5.7	5.7
Total native-born	945	......	0.2	0.4	1.6	5.3	27.0	34.9	20.5	6.4	3.8
Foreign-born:											
Canadian (other than French)	44	......	......	......	......	......	27.3	34.1	25.0	11.4	2.3
Danish	24	......	......	......	......	......	16.7	37.5	16.7	20.8	8.3
English	113	......	......	......	......	2.7	22.1	31.9	22.1	11.5	9.7
German	64	......	......	......	......	3.1	17.2	45.3	21.9	9.4	3.1
Irish	75	......	......	......	1.3	2.7	16.0	45.3	26.7	4.0	4.0
Italian, North	44	2.3	......	......	11.4	13.6	25.0	31.8	11.4	2.3	2.3
Italian, South	34	......	......	......	29.4	8.8	5.9	47.1	8.8	......	......
Japanese	48	......	......	......	39.6	54.2	6.3	......	......	......	......
Scotch	25	......	......	......	4.0	......	16.0	24.0	24.0	16.0	16.0
Swedish	50	......	......	......	......	2.0	32.0	28.0	28.0	8.0	2.0
Other races	111	......	......	......	1.8	0.9	15.3	47.7	15.3	13.5	5.4
Total foreign-born	632	0.2	......	......	6.0	7.0	18.5	35.8	18.8	8.9	4.9
Grand total	1,577	0.1	0.1	0.3	3.4	5.9	22.6	35.3	19.8	7.4	4.3

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Not computed, owing to small amount involved.

If the rather arbitrary line of demarcation between skilled and unskilled labor suggested above is drawn, it will be seen that of the 1,577 men reported from this department 33.3 per cent were unskilled laborers, or earned less than $2.50 per day, as opposed to 66.7 per cent who earned $2.50 or over and who may therefore be classed as skilled or semiskilled workmen. A somewhat larger proportion of native-born employees earned less than $2.50 per day than of the foreign-born—34.4 per cent as against 31.7 per cent. The native-born who earned these low wages were for the most part youths who entered the shops as apprentices and helpers with the expectation of eventually acquiring a "trade," whereas few immigrants are employed in such positions.

Three races of the foreign-born are conspicuous because of their low earnings. They are the North Italians, the South Italians, and the Japanese. Fifty-two and three-tenths per cent of the North Italians, 44.1 per cent of the South Italians, and 100 per cent of the Japanese earned less than $2.50 per day. Indeed, 39.6 per cent of the Japanese, 29.4 per cent of the South Italians, and 11.4 per cent of the North Italians earned $1.50 but less than $1.75 per day, while no other race reported more than 4 per cent with earnings falling within this group.

The north European immigrants were reported in greater proportions than the native-born in the highest-paid positions in the shops and power houses. Of the foreign-born, 13.8 per cent, as opposed to 10.2 per cent of the native-born, reported earnings of $3.50 or over. Several races among the foreign-born, however, were far more largely represented than this average, which is materially lowered by the fact that no Japanese or South Italians and only 4.6 per cent of the North Italians reported earnings of $3.50 or over. For example, 32 per cent of the Scotch, 29.1 per cent of the Danes, and 21.2 per cent of the English earned $3.50 or over per day.

The majority of the skilled laborers in this department earn from $2.50 to $3.50 per day. The percentages of the native-born as a group and of the foreign-born falling within this earnings group ($2.50 and under $3.50) are about the same—55.4 as against 54.6—but within each group the differences are great. The native-born of native father were represented by only 54.1 per cent in this group, while the percentage for the native-born of foreign father was 59.6. The native-born workmen whose fathers were immigrants from Germany and Ireland reported 60.9 per cent and 62.1 per cent, respectively, in this wage group. Among the foreign-born the races which reported more than the average proportion as earning $2.50 and under $3.50 per day were the Irish, with 72 per cent, the Germans with 67.2 per cent, the English Canadians with 59.1 per cent, and the Swedes with 56 per cent.

The salient facts which are indicated by these data are that the skilled workmen in the shops and power houses are largely natives and north Europeans. The north Europeans, so employed, earn somewhat more than do the native-born. Furthermore, practically all of the south and east Europeans and the Japanese who were employed in this department were common laborers, earning, except in a few instances, from $1.50 to $2.50 per day.

ELECTRICIANS AND LINEMEN.

Electricians and linemen are for the most part employed on a day basis. In two localities, however, they were paid by the month. Hours vary from eight to ten per day, the most common schedule being nine hours. In all but two of the localities studied, six days a week were worked, but in those two Sunday work by electricians and linemen was required. Wages vary between $2.25 and $4.75. While this variation is present in all the localities, the wages paid for this work in the communities of southern California are appreciably lower for the majority of employees than in the other localities studied. However, no discrimination against immigrants was found in the rate of wages paid. In general, the variations as between races are largely due to the employment of youths as apprentices at lower wages.

The data secured relating to the rate of earnings per day of 398 electricians and linemen are presented in the table next submitted.

TABLE 6.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity.**

ELECTRICIANS AND LINEMEN.

General nativity.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	253	0.4	0.4	2.0	1.2	1.2	20.6	28.9	23.7	7.1	14.6
Native-born of foreign father	80	......	1.3	2.5	2.5	2.5	16.3	28.8	20.0	12.5	13.8
Total native-born	333	0.3	0.6	2.1	1.5	1.5	19.5	28.8	22.8	8.4	14.4
Foreign-born	65	......	1.5	......	1.5	1.5	12.3	24.6	26.2	16.9	15.4
Grand total	398	0.3	0.8	1.8	1.5	1.5	18.3	28.1	23.4	9.8	14.6

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Owing to the fact that too few foreign-born were reported in this department to warrant race comparison the data in this table are presented upon the basis of general nativity only. All but 5.9 per cent of those reported earned $2 or over per day. These 5.9 per cent were for the most part apprentices, who were largely native-born. The foreign-born, of whom 78.5 per cent were north Europeans, reported larger proportions in the higher earnings groups than did the native-born. Of the latter 19.5 per cent as against only 12.3 per cent of the foreign-born earned $2 and under $2.50 per day, and again, 28.8 per cent as compared with 24.6 per cent of the foreign-born earned $2.50 and under $3 per day. On the other hand, 26.2 per cent of the foreign-born as against 22.8 per cent of the native-born earned $3 and under $3.50 per day. Furthermore, 16.9 per cent of the immigrants as against only 8.4 per cent of the native-born earned $3.50 and under $4, while 15.4 per cent and 14.4 per cent of the two groups, respectively, earned $4 or over per day.

CHAPTER IV.

RACE CHANGES.

No important race changes have occurred in the composition of the street railway labor supply in the West, except in the departments of construction and maintenance of way. In the other branches of the work the men are, and have been since the incorporation of the companies, largely native Americans and immigrants of the English-speaking races of north Europe. The operating department draws the vast majority of its men from the neighboring country districts. Sons of farmers and agricultural laborers moving to the city are readily drawn into this work by the fair wages soon earned.

In the department of shops and power and electrical work the skilled employees are and have been for the greater part native Americans. In recent years, however, more immigrants from north Europe have been employed, but their numbers are still relatively small. The common laborers of these departments, on the other hand, are in much the same category as the laborers of the department of construction and maintenance of way, and the race changes noted with regard to the latter may be applied to the former also.

The various localities present some differences in the matter of race changes. In the communities in the State of Washington, from which data were secured, the employees of all departments were, up to 1903, composed chiefly of natives, Irish, and Scandinavians. A slight increase in the number of Scandinavians employed as platform men is to be noted for the decade preceding 1903. The first important change in the department of construction and maintenance of way was in 1903, when Italians were first employed in large numbers. In 1904 and 1905 a considerable number of immigrants from east Europe were employed. Greeks were introduced as construction laborers in 1907. These races have gradually come to be the chief supply of common laborers for these communities, and their constant availability has served to keep the wages of manual laborers from rising proportionally with those of other occupations. Under these circumstances the natives and north European immigrants, who were formerly employed, have left this department for more regular and remunerative work in other departments of this industry and in other industries.

The street railway system in Colorado which was investigated had been in operation some thirty-five years. Until 1904 no race changes of importance took place, the north European races and the native Americans composing the labor supply of all departments. In that year additional construction work was undertaken, and to meet the increased need for manual laborers Italians were introduced. They did not displace other laborers, but merely filled a gap, wages remaining the same. In 1908 a "gang" of twenty Koreans was employed through the interposition of a clergyman who was interested in securing employment for them and who had some influence with the company officials. They were dismissed upon the completion of one piece of construction work, however, because of the agitation against them conducted by labor organizations of the city.

In one of the localities in California the only change in races worthy of note is among the construction laborers, who although formerly chiefly natives and north Europeans are now largely North Italians. The introduction of Italians was due to the lack of sufficient numbers of the races formerly employed for work of that kind. Italians have been employed in varying numbers for about twenty years. During the past decade east Europeans have been used to a limited extent. In 1906, on account of earthquake and fire, an unusual amount of reconstruction work was necessary. At this time about 6,000 Greeks were brought from the East to meet the deficiency in the supply of common laborers, whose numbers were inadequate to meet the demand to which the emergency had given rise. In the construction work of the street railroads of another community chiefly Italians and Greeks are employed. One company, recently established, has used these races almost exclusively. The other two companies in this locality formerly employed natives and north Europeans for this work, but with the influx of the south Europeans it has used them as the most available supply at the wages paid.

The localities situated in southern California present conditions essentially different from those in the other localities studied. Here the work of construction and maintenance of way was formerly done almost exclusively by Mexicans, while in the other western communities natives and north European immigrants composed the earlier labor supply of this department. This is accounted for by the fact that Mexicans were easily obtainable and were willing to do hard manual work for low wages. They are usually employed through the medium of an employment agency. As the various south and east European races have immigrated to these communities they have been employed to some extent along with the Mexicans. Two companies from which data were secured also employ Japanese as common laborers in considerable numbers. Men of this race are secured through the medium of a Japanese "boss." However, the Mexicans are still the most numerous race employed in this branch of work in these localities. The constant availability of a cheap labor supply of immigrants has been responsible for the maintenance of a low-wage scale for manual laborers in the face of increasing wages for more skilled work. One race serves as a check upon the other. For example, the Mexicans attribute a recent reduction in wages to the employment of east Europeans and Japanese.

Although the changes noted above indicate a tendency throughout the West for the field of common labor to be occupied more and more by the races which comprise the most recent immigration, many of the employers expressed a preference for those formerly employed—the natives and north Europeans. Among the recent immigrants the Italians were preferred, while the various Slavic races and the Greek were regarded as the least efficient and least desirable. In the southern California communities where Japanese and Mexicans were employed they were preferred as common laborers because they were tractable and would "stay with the job" in spite of low wages and hard labor. For the other departments no preferences were expressed, except that platform men of necessity must be of races not objectionable to the patrons of the companies.

CHAPTER V.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

With one or two exceptions the measures taken by employers, with or without the cooperation of the men, for the care of sick and injured employees are framed solely with regard to platform men and the skilled or regularly employed men in the other departments. The provisions do not include the common laborers, whose employment is not permanent. The majority of the companies operating in the cities which were investigated deducted $0.50 per month from the earnings of employees and in turn furnished medical and hospital aid in case of accident, and, in several instances, in case of sickness. With one exception wages were discontinued during the disability. In general, however, no provision is made for disability from other causes than accidents, and in case of accidents it is usually stipulated that if the accident is the result of negligence no claim to benefits shall be recognized. Hospital and medical service are in no case extended to the families of employees.

The system of medical and hospital service in vogue in a Colorado community is especially worthy of note. A "Tramway Mutual Aid Association" is controlled by nine trustees, four of whom are elected by the members of the association, while five are appointed by the directors of the street railway company. All employees of the company, save those temporarily engaged in construction work, are eligible to the roll of the association on the payment of certain dues, which are graded according to the monthly earnings of the employees. This gradation is as follows:

Class I. Earning $80 or over per month.
Class II. Earning between $60 and $80 per month.
Class III. Earning under $60 per month.

Members of Class I pay dues of $1 per month and are entitled to sick benefits of $6 per week and to a death benefit of $1,000, to be paid to the legal heir of the deceased. Members of Class II pay dues to the amount of $0.75 per month and are entitled to sick benefits of $4.50 per week and to death benefits of $700. The members of Class III pay $0.50 per month and are paid $3 per week in case of disability, while in the event of death the heirs are entitled to $500. It is stipulated that if any employee brings suit for damages against the company his claim upon the association for benefits shall be forfeited. A pension department is also conducted by this company. It applies to those who have been in the service for a period of twenty-five years. Those who are 70 years of age or over are pensioned regardless of capacity for work, while those who have completed the service requirements but are between 65 and 70 years of age must be declared incapable of further service by the official physicians before becoming entitled to pensions. Construction laborers are not eligible to these benefits, but in the case of accident while at work medical and hospital service is furnished.

Little in the nature of welfare work has been attempted by the street railway companies, and that which has been done applies only to the operating department. In most of the localities reading rooms provided with games of various kinds and periodical literature have been installed in the various car barns where the platform men congregate before or after their "shifts."

The situation in southern California with regard to exploitation of the construction laborers is of interest. In one locality the Mexicans and Japanese were secured through employment agencies. No charge was made by these agencies to the companies for furnishing help nor to the laborers for securing work for them. However, it was the unwritten law that men employed through one of these agencies should patronize the store conducted by it. This enforced patronage was in a measure supported by the companies, which protected these store bills. It was said by laborers that the prices charged by these stores were higher than the normal. The agencies as a rule secured Mexicans through a leader of that race, who charged $1 for his services to each man for whom employment was secured.

CHAPTER VI.

SOCIAL AND POLITICAL CONSIDERATIONS.

The data with reference to the social and political status of the employees of the street railways are presented in combined form. However, with regard to questions of literacy it is necessary to eliminate the employees of the operating department from the discussion. The platform men are, by virtue of their employment, necessarily literate and, hence, were the data for this selected group combined with those for the other classes, it would afford a basis for misleading comparisons. For this reason the statistics of literacy which follow do not include the employees of the operating department.

The first question to arise in connection with the social and political status of immigrants is as to the length of residence in the United States. Data with regard to this are presented in the following table:

TABLE 7.—*Per cent of foreign-born male employees who have been in the United States each specified number of years, by race.*

Race.	Number reporting complete data.	Per cent who have been in the United States each specified number of years.				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Canadian, French	23	12.9	....	....	17.4	69.7
Canadian, Other	186	14.0	14.5	15.1	14.5	41.9
Danish	100	20.0	8.0	9.0	18.0	45.0
English	276	26.8	11.6	7.6	8.3	45.6
Finnish	31	29.0	22.6	16.1	19.4	12.9
French	20	20.0	15.0	15.0	15.0	35.0
German	215	8.8	9.3	7.0	16.3	58.6
Greek	120	70.0	26.7	0.8	0.8	1.7
Herzegovinian	47	97.9	2.1	....	....	....
Irish	406	23.2	16.8	6.4	13.1	40.6
Italian, North	367	55.0	28.9	6.3	6.3	3.5
Italian, South	142	50.0	30.3	7.0	5.6	7.0
Japanese	102	70.6	24.5	4.9	....	....
Mexican	543	57.6	27.3	8.1	3.9	3.1
Norwegian	127	26.0	20.5	5.5	14.9	33.1
Russian	20	80.0	10.0	....	5.0	5.0
Scotch	73	24.7	6.9	1.4	13.7	53.4
Swedish	256	13.2	24.0	3.9	14.3	44.6
Welsh	24	25.0	25.0	8.3	12.5	29.2
Austrian (race not specified)	52	67.3	25.0	3.9	....	3.9
Other races	150	40.0	18.7	5.3	8.0	28.0
Total	3,282	37.7	20.2	6.7	9.3	26.1

More than one-half of all the 3,282 immigrants from whom data were secured had entered the United States within ten years. Indeed, 37.7 per cent had immigrated within five years and 20.2 per cent had lived in this country from five to nine years, while only 6.7 per cent had been here from ten to fourteen years and 9.3 per cent from fifteen to nineteen years. However, 26.1 per cent had been in this country twenty years or over. More than 40 per cent of six north European races and the Canadians reported had immigrated twenty years or more prior to the investigation. The French Canadians showed the largest proportion in this group, reporting 69.7 per cent, as against 58.6 per cent of the Germans, 53.4 per cent of the Scotch, 45.6 per cent of the English, 45 per cent of the Danes, 44.6 per cent of the Swedes, 41.9 per cent of the Canadians, other than French, and 40.6 per cent of the Irish. On the other hand, no Japanese or Herzegovinians, and only 1.7 per cent of the Greeks, 3.1 per cent of the Mexicans, 3.5 per cent of the North Italians, 5 per cent of the Russians, 3.9 per cent of the Austrians, race not specified, 7 per cent of the South Italians, and 12.9 per cent of the Finns, had been in the United States as long as twenty years. The majority of these last-mentioned races had immigrated within five years. Of the Herzegovinians, 97.9 per cent were reported in this group, as were 80 per cent of the Russians, 70.6 per cent of the Japanese, 70 per cent of the Greeks, 67.3 per cent of the Austrians, race not specified, 57.6 per cent of the Mexicans, 55 per cent of the North Italians, and 50 per cent of the South Italians. The proportions of north Europeans and Canadians in this group were much smaller, varying from 8.8 per cent of the Germans to 26.8 per cent of the English. Thus, the north Europeans and Canadians are for the most part men who have been in this country for a comparatively long time and have had in most cases an opportunity to adjust themselves to American conditions. This is borne out by the fact noted in the previous discussion that this racial group found employment in the more skilled occupations. The south and east Europeans, the Mexicans, and the Japanese, on the contrary, are for the most part very recent immigrants, and are, as a consequence, employed at work requiring little skill or knowledge of the English language.

One of the first steps in assimilation is the acquiring of a speaking knowledge of English. The number and percentage of each race who speak English, by years in the United States, are presented in the table following for all employees save those of the operating department.

TABLE 8.—*Number and per cent of foreign-born male employees, exclusive of the operating department, who speak English, by years in the United States and by race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who speak English.	Number and per cent who speak English, by years in United States.					
			Under 5 years.		5 to 9 years.		10 years or over.	
			Number.	Per cent who speak English.	Number.	Per cent who speak English.	Number.	Per cent who speak English.
Danish	38	100.0	8	100.0	4	100.0	26	100.0
Finnish	28	100.0	9	100.0	5	100.0	14	100.0
German	105	98.1	11	81.8	10	100.0	84	100.0
Greek	114	67.5	82	59.8	31	87.1	1	100.0
Herzegovinian	45	8.9	44	6.8	1	100.0	.....	.....
Italian, North	362	58.6	202	47.0	103	64.1	57	89.5
Italian, South	140	61.4	70	54.3	42	69.0	28	67.9
Japanese	102	59.8	72	51.4	25	76.0	5	100.0
Mexican	539	17.4	312	8.7	146	22.6	81	42.0
Norwegian	80	97.5	26	92.3	11	100.0	43	100.0
Swedish	145	96.6	28	85.7	36	97.2	82	100.0
Austrian (race not specified)	49	87.8	34	82.4	12	100.0	3	100.0
Other races	136	79.6	70	42.9	16	100.0	50	98.0
Total	1,884	56.3	968	39.4	442	60.6	474	86.7

Of the 1,884 employees reported, whose mother tongue was some language other than English, only 56.3 per cent could speak English. More than half of the total number, 968, had been in the United States less than five years, and of these only 39.4 per cent could speak English. Of those who had been in this country from five to nine years, 60.6 per cent, and of those whose period of residence was ten years or over, 86.7 per cent had acquired a speaking knowledge of English. Considering the totals for the various races, very sharp contrasts are found between the races of north Europe and the other races. The percentages of the members of the north European races who speak English vary from 96.6 per cent of the Swedes to 100 per cent of the Danes. On the other hand, only 8.9 per cent of the 45 Herzegovinians, 17.4 per cent of the 539 Mexicans, 58.6 per cent of the 362 North Italians, 61.4 per cent of the 140 South Italians, 59.8 per cent of the 102 Japanese, and 67.5 per cent of the 114 Greeks, speak English.

The progress made by those who had lived in this country for ten years or over is different for the various races. All of the north Europeans in this group could speak English, as could the one Greek and the five Japanese. The progress of the Mexicans and Italians, on the other hand, had been slow. In fact, only 42 per cent of the 81 Mexicans, 67.9 per cent of the 28 South Italians, and 89.5 per cent of the 57 North Italians in the group could speak English. These comparisons between the members of the north European and the other races is of little value, however, for many of the former, but few of the latter, had immigrated to this country with their parents and when still of school age. A comparison is more properly made between those who had lived in the United States from five to nine years. The difference just noted is of little importance in this group. Moreover, the average length of residence of the representatives of the several races is more nearly equal than in the groups comprised of those who have lived here ten years or over and less than five years, respectively. Of the 146 Mexicans who had been in the United States from five to nine years, only 22.6 per cent could speak English. Of the 42 South Italians, 69 per cent could speak English, as against 67.9 per cent of the 28 members of that race who had lived in the United States ten years or over. Seventy-six per cent of the 25 Japanese and 87.1 per cent of the 31 Greeks in the group could speak English. On the other hand, all but one of the 61 north Europeans had acquired a speaking knowledge of the English language. Though the number of representatives is small, these data show comparatively slow progress in acquiring a speaking knowledge of English on the part of the Mexicans and Italians. The Japanese and Greeks show more progress in this regard than either the Mexicans or the Italians, while all of the Finns could speak English.

The difference in the progress made by the members of the several races can be traced largely to the occupations of immigrants and the opportunities they have for association with English-speaking people. The Mexicans, Italians, Greeks, and Japanese are most often employed in "gangs" of their own race, working and living together, with little intercourse with other immigrants or with natives. Under these circumstances it is but natural that their progress in learning English should be slow. But to these facts must be added the further fact of indifference in some cases. This is especially true of the Mexicans.

Naturally a much smaller proportion of the immigrants have learned to read and write than have learned to speak English. The following table shows the number and percentage of employees of non-English-speaking races employed in all departments save that of operation, who read, and who both read and write, English.

Table 9.—*Number and per cent of foreign-born male employees, exclusive of the operating department, who read English, and number and per cent who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.	Per cent who— Read English.	Per cent who— Read and write English.
Danish	38	33	31	86.8	81.6
Finnish	28	22	22	78.6	78.6
German	105	99	97	94.3	92.4
Greek	114	43	42	37.7	36.8
Herzegovinian	45	4	4	8.9	8.9
Italian, North	362	72	58	19.9	16.0
Italian, South	140	38	31	27.1	22.1
Japanese	102	52	51	51.0	50.0
Mexican	539	46	32	8.5	5.9
Norwegian	80	64	59	80.0	73.8
Swedish	146	126	121	86.3	82.9
Austrian, race not specified	49	16	15	32.7	30.6
Other races	136	74	70	54.4	51.5
Total	1,884	689	633	36.6	33.6

Although 56.3 per cent of the immigrants could speak English, only 33.6 per cent could both read and write English. In this regard, also, the north Europeans were far more advanced than the other races, except the Finns, who showed a large percentage who could read and write as well as speak our language. The percentages of north European races who could read and write English vary from 73.8 for the Norwegians to 92.4 per cent for the Germans. Of the Finns, 78.6 per cent could read and write English, as could one-half of the Japanese. On the other hand, only 30.6 per cent of the Austrians, race not specified, 36.8 per cent of the Greeks, 22.1 per cent of the South Italians, 16 per cent of the North Italians, 8.9 per cent of the Herzegovinians, and 5.9 per cent of the Mexicans could both read and write English.

These differences are due to the circumstances pointed out above, among which differences in the age at time of immigrating must be emphasized, and to differences in education which would serve as a foundation for acquiring the ability to read and write a foreign language, and also to differences in the number who had studied English in their native land. The number and percentage of the various races who read and write their native language are shown in the table next presented.

TABLE 10.—*Number and per cent of foreign-born male employees, exclusive of the operating department, who read their native language, and number and per cent who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		Per cent who—	
		Read their native language.	Read and write their native language.	Read their native language.	Read and write their native language.
Danish	38	38	38	100.0	100.0
Finnish	28	27	27	96.4	96.4
German	105	102	101	97.1	96.2
Greek	114	97	97	85.1	85.1
Herzegovinian	45	31	31	68.9	68.9
Italian, North	362	311	308	85.9	85.1
Italian South	140	106	106	75.7	75.7
Japanese	102	94	94	92.2	92.2
Mexican	539	270	245	50.1	45.5
Norwegian	80	79	79	98.8	98.8
Swedish	146	144	144	98.6	98.6
Austrian, race not specified	49	42	42	85.7	85.7
Other races	136	105	103	77.2	75.7
Total	1,884	1,446	1,415	76.8	75.1

The north European races and Finns reported 96.2 per cent or over who were literate in their native language. The Japanese also reported a large percentage, viz, 92.2, who could read and write Japanese. The other races of importance in the table reported the following percentages as literate in their native language: Greek and North Italian, 85.1; South Italian, 75.7; Herzegovinian, 68.9, and Mexican, 45.5 per cent. It is evident from these facts that those races which have shown least progress in acquiring English were those with the lowest standards of literacy in their native languages.

A general summary of the data with regard to literacy is presented in the following table, which shows the number and percentage of the various races, exclusive of those employed in operation, who read and write some language.

TABLE 11.—*Number and per cent of male employees, exclusive of the operating department, who read, and number and per cent who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—		Per cent who—	
		Read.	Read and write.	Read.	Read and write.
Native-born of native father:					
White	1,085	1,084	1,084	99.9	99.9
Negro	32	30	29	93.7	90.6
Native-born of foreign father	507	503	503	99.2	99.2
Total native-born	1,624	1,617	1,616	99.6	99.5
Foreign-born:					
Canadian, other than French	64	64	64	100.0	100.0
Danish	38	38	38	100.0	100.0
English	156	155	154	99.4	98.7
Finnish	28	27	27	96.4	96.4
German	105	103	103	98.1	98.1
Greek	114	98	98	85.9	85.9
Herzegovinian	45	31	31	68.9	68.9
Irish	231	225	224	97.4	97.0
Italian, North	362	314	310	86.8	85.6
Italian, South	140	108	107	77.1	76.4

TABLE 11.—*Number and per cent of male employees, exclusive of the operating department, who read, and number and per cent who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—		Per cent who—	
		Read.	Read and write.	Read.	Read and write.
Foreign-born—Continued.					
Japanese	102	94	94	92.2	92.2
Mexican	539	277	249	51.4	46.2
Norwegian	80	80	80	100.0	100.0
Scotch	31	31	31	100.0	100.0
Swedish	146	145	145	99.3	99.3
Austrian, race not specified	49	42	42	85.7	85.7
Other races	155	132	131	85.2	85.2
Total foreign-born	2,385	1,964	1,928	82.3	80.8
Grand total	4,009	3,581	3,544	89.3	88.4

Of the 4,009 employees who reported data on this point, 88.4 per cent were literate. Of the total number of employees, 1,624 were native-born, and of these only 8, or 0.5 per cent, were illiterate. Four of these illiterates were sons of Mexican fathers, three were negroes, and one was a native white born of native father. On the other hand, only 80.8 per cent of the foreign-born taken as a group were literate. All of the north European races, however, reported 97 per cent or over who were literate. In fact, 100 per cent of the English Canadians, the Danes, the Norwegians, and the Scotch could read and write some language. Of the Finns, 96.4 per cent, and of the Japanese, 92.2 per cent, were literate. Other races were less advanced in this regard, the percentages of literates being as follows: Greeks, 85.9; North Italians, 85.6; Austrians (race not specified), 85.7; South Italians, 76.4; Herzegovinians, 68.9; and Mexicans, 46.2.

The fact that 5.7 per cent of the foreign-born who could not read and write their native language were literate indicates that they have become literate since their immigration. A comparison of the two foregoing tables shows that this contrast is most manifest with regard to the races whose period of residence in the United States is longest. It is safe to assume, therefore, that most of those who have become literate since their arrival here came over as children with their parents and obtained their education in American schools.

The data secured by the Commission relating to the conjugal condition of men employed in the street-railway industry are presented in the table following.

TABLE 12.—*Number and per cent of male employees 20 years of age or over in each conjugal condition, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who are—			Per cent who are—		
		Single.	Married.	Widowed.	Single.	Married.	Widowed.
Native-born of native father:							
White	3,440	1,091	2,213	136	31.7	64.3	4.0
Negro	31	7	20	4	22.6	64.5	12.9
Native-born of foreign father, by country of birth of father:							
Canada	98	33	61	4	33.7	62.2	4.1
Denmark	33	14	17	2	42.4	51.5	6.1
England	183	55	120	8	30.0	65.6	4.4
France	31	13	17	1	41.9	54.8	3.2
Germany	358	128	225	5	35.8	62.9	1.4
Ireland	210	87	112	11	41.4	53.4	5.2
Norway	28	14	14		50.0	50.0	
Portugal	24	11	12	1	45.8	50.0	4.2
Scotland	65	15	49	1	23.1	75.4	1.5
Sweden	45	20	24	1	44.4	53.3	2.2
Other countries[a]	95	36	57	2	37.9	60.0	2.1
Total	1,170	426	708	36	36.4	60.5	3.1
Total native-born	4,641	1,524	2,941	176	32.8	63.4	3.8
Foreign-born:							
Canadian, French	23	6	14	3	26.1	60.9	13.0
Canadian, Other	183	47	131	5	25.7	71.6	2.7
Danish	99	30	63	6	30.3	63.6	6.1
English	270	87	176	7	32.2	65.2	2.6
Finnish	30	19	10	1	63.3	33.3	3.3
French	20	8	11	1	40.0	55.0	5.0
German	210	62	139	9	29.5	66.2	4.3
Greek	115	71	43	1	61.7	37.4	0.9
Herzegovinian	44	38	6		86.4	13.6	
Irish	405	201	189	15	49.6	46.6	3.7
Italian, North	350	158	184	8	45.1	52.6	2.3
Italian, South	136	54	82		39.7	60.3	
Japanese	99	56	41	2	56.6	41.4	2.0
Mexican	502	251	231	20	50.0	46.0	4.0
Norwegian	126	66	57	3	52.4	45.2	2.4
Scotch	74	23	43	8	31.1	58.1	10.8
Swedish	256	90	151	15	35.2	59.0	5.9
Welsh	24	11	13		45.8	54.2	
Austrian (race not specified)	52	32	20		61.5	38.5	
Other races[a]	164	71	87	6	43.3	53.0	3.7
Total foreign-born	3,182	1,381	1,691	110	43.4	53.1	3.5
Grand total	7,823	2,905	4,632	286	37.1	59.2	3.7

[a] Includes races reporting less than 20 persons.

Of the 7,823 persons 20 years of age or over from whom data were secured, 59.2 per cent were married, 37.1 per cent were single, and 3.7 per cent were widowed. A somewhat larger percentage of native-born were married than of foreign-born—63.4 as against 53.1 per cent. Of the native-born, those whose fathers were native whites reported 64.3 per cent of their number as married, while only 60.5 per cent of the native-born of foreign father were married. This difference is to be accounted for largely by the fact that more of the latter group than of the former are young men between the ages of 20 and 30 years.

Of the foreign-born, 53.1 per cent were married. All of the north Europeans and the Canadians, except the Irish and the Norwegians, reported as married a larger percentage than this average. The Canadians, other than French, reported 71.6 per cent of their number as married, while 66.2 per cent of the Germans, 63.6 per cent of the Danes, 65.2 per cent of the English, 59 per cent of the Swedes, 58.1 per cent of the Scotch, 55 per cent of the French, and 54.2 per cent of the Welsh were married. Of the other races the South Italians alone reported more than the average percentage as married, their percentage being 60.3. Only 13.6 per cent of the Herzegovinians, 33.3 per cent of the Finns, 37.4 per cent of the Greeks, 38.5 per cent of the Austrians (race not specified), 41.4 per cent of the Japanese, and 46 per cent of the Mexicans were married. The smaller proportions of married men among these races are due in some measure to the fact that owing to their recent immigration a larger proportion of them than of the other races are young men. The data show that larger proportions of these races were under 30 years of age.

From these data it is evident that the north European and Canadian element in the labor supply is of the more "settled" type. Moreover, the contrast is made even sharper by the fact that many of the married immigrants from south and east Europe, Mexico, and Japan do not have their wives with them in this country. The proportions of the married men of the various races whose wives are in the United States are shown by the table following.

TABLE 13.—*Number and per cent of foreign-born husbands who report wife in the United States, by race.*

Race of husband.	Number reporting complete data.	Number reporting wife in United States.	Per cent reporting wife in United States.
Canadian (other than French)	131	130	99.2
Danish	63	63	100.0
English	176	174	98.9
German	138	134	97.1
Greek	43	5	11.6
Irish	189	187	98.9
Italian, North	184	80	43.5
Italian, South	81	50	61.7
Japanese	41	1	2.4
Mexican	230	138	60.0
Norwegian	57	55	96.5
Scotch	43	42	97.7
Swedish	151	147	97.4
Austrian (race not specified)	20	7	35.0
Other races	142	121	85.2
Total	1,689	1,334	79.0

Of the total number of married men reporting data on this point 79 per cent had their wives in the United States. Most of the north Europeans and English Canadians reported their wives in this country; in fact, considering these as a group, 98.3 per cent have their wives with them. On the other hand, only 2.4 per cent of the Japanese, 11.6 per cent of the Greeks, 35 per cent of the Austrians (race not specified), 43.5 per cent of the North Italians, 60 per cent of the Mexicans, and 61.7 per cent of the South Italians who were married had their wives with them in this country. These races with a large percentage of their wives abroad, as noted above, are employed largely in the work of construction and maintenance of way, working in "gangs," and often living in rude "lodgings" along the line of construction. The mobility of this class of labor is one of its desirable features from the point of view of the employer, and this migratory character is considerably enhanced by the absence of immediate family ties among this class. The other occupations are more "steady" and better paid, and hence more conducive to family life, as is shown by the larger percentages of those races employed largely in the higher occupations who are married, and, among the foreign-born, whose wives are with them in the United States.

Not only are the south Europeans and Mexicans the least progressive in the matter of literacy, and, with the Japanese, the most unsettled from the point of view of conjugal condition, but they also exhibit the least interest in political matters, as indicated by the number who have remained aliens. Data with regard to the political conditions of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at the time of coming, are presented in the table following.

TABLE 14.—*Present political condition of foreign-born male employees who have been in the United States five years or over, and who were 21 years of age or over at time of coming, by race.*

Race.	Number reporting complete data.	Number.			Per cent.		
		Aliens.	Having first papers only.	Having second papers.	Aliens.	Having first papers only.	Having second papers.
Canadian (other than French)	56	12	10	34	21.4	17.9	60.7
Danish	27	2	6	19	7.4	22.2	70.4
English	74	11	17	46	14.9	23.0	62.2
German	57	6	10	41	10.5	17.5	71.9
Irish	118	11	25	82	9.3	21.2	69.5
Italian, North	105	83	17	5	79.0	16.2	4.8
Italian, South	47	34	9	4	72.3	19.1	8.5
Mexican	129	119	4	6	92.2	3.1	4.7
Norwegian	38	6	12	20	15.8	31.6	52.6
Scotch	27	4	5	18	14.8	18.5	66.7
Swedish	99	4	30	65	4.0	30.3	65.7
Other races [a]	74	27	20	27	36.5	27.0	36.5
Total	851	319	165	367	37.5	19.4	43.1

[a] Races with fewer than 20 representatives.

Of the 129 Mexicans reporting data on this point only 6 had become fully naturalized, while 92.2 per cent were aliens. Of the North Italians 79 per cent and of the South Italians 72.3 per cent had not taken out first papers, while only 5 of the former and 4 of the latter had taken out their second papers. All other races for whom data were reported for 20 or more members were north European or Canadian. Of these the Germans showed the largest percentage who were fully naturalized, namely, 71.9 per cent, followed closely by the Danes with 70.4 per cent. Five other races reported between 60 and 70 per cent of their number as fully naturalized, as follows: Irish 69.5 per cent, Scotch 66.7 per cent, Swedes 65.7 per cent, English 62.2 per cent, and Canadians (other than French) 60.7 per cent. Very few of this race group had failed to take any step toward securing citizenship. The aliens reported for the group varied from 4 per cent of the Swedes to 21.4 per cent of the Canadians, other than French.

The data presented with regard to social and political considerations all indicate that there exist two fairly distinct race groups, on the one hand the natives, north Europeans and Canadians, and on the other, the south and east Europeans, the Mexicans, and the Japanese. The foreign-born of the former group have been in the United States for a longer period of time and are more fully adjusted to American conditions, are a more "settled" class as regards family life, and, finally, are quicker to take advantage of the privileges of naturalization than are the members of the latter race group who are eligible to American citizenship. These differences are partly the result of numerous economic and social facts, among which the most important are: The different attitude toward government, the inferior educational facilities which prevail in their native lands, and the character of the work which they do in this country. As pointed out above, the members of the latter group are chiefly employed at common labor, where mobility of labor is an advantage and where no educational qualifications obtain. Furthermore, their employment in "gangs" tends to remove them from association with the natives and hence hinders the development of a civic interest among them and a desire for American citizenship.

PART III.—IMMIGRANT LABOR IN THE METALLIFEROUS MINING, SMELTING, AND REFINING INDUSTRY OF THE WESTERN STATES.

PART III.—IMMIGRANT LABOR IN THE METALLIFEROUS MINING, SMELTING, AND REFINING INDUSTRY OF THE WESTERN STATES.

CHAPTER I.

INTRODUCTORY.

PRESENT STATUS OF THE INDUSTRY.

The mining, smelting, and refining of metals furnishes employment in the States of the West for millions of dollars of capital and over 125,000 men, many of whom are immigrants.

The metals produced in the Western States in quantities of commercial importance are gold, silver, copper, lead, zinc, iron, and quicksilver. Gold and silver, mined in every State in the West, are, in the order named, the most important metals in respect to value of product. Copper is second only to the precious metals. Lead and zinc are mined in considerable quantities, usually in combination with gold and silver, and a small amount of iron ore is worked. Quicksilver is produced in California in an amount which, relative to the world's supply of the metal, is very large.

Statistics of the production of gold, silver, and copper in the Western States, taken from the report of the United States Geological Survey on the Mineral Resources of the United States in 1908, are presented in the following tables. Table 1 shows the quantity and value of precious metal products.

TABLE 1.—*Mine production of gold and silver in the West, 1908, in fine ounces.*[a]

State or Territory.	Gold.[b]		Silver.[c]	
	Quantity.	Value.	Quantity.	Value.
Arizona	117,649.89	$2,431,977	2,808,450	$1,488,478
California	907,590.42	18,761,559	1,647,278	873,057
Colorado	1,078,792.83	22,300,627	8,905,443	4,719,879
Idaho	69,827.33	1,443,459	7,469,981	3,959,090
Montana	147,913.34	3,057,640	10,356,199	5,488,785
Nevada	549,682.27	11,362,941	9,508,464	5,039,486
New Mexico	14,452.37	289,757	405,044	214,673
Oregon	41,848.05	865,076	43,602	23,109
Utah	179,054.60	3,701,387	8,451,328	4,479,209
Washington	11,718.07	242,234	88,823	47,076
Wyoming	385.02	7,959	3,998	2,119
Total	3,118,914.19	64,464,616	49,688,620	26,334.961
Total for the United States[d]	4,446,382.86	91,914,891	50,878,140	26,965,414

[a] Compiled from Mineral Resources, op. cit., Part I, p. 166.
[b] Gold value, $20.67 plus per fine ounce.
[c] Average commercial silver value, 53 cents per fine ounce.
[d] Including Alaska, Philippine Islands, and Porto Rico.

The Western States, it will be seen, produced nearly three-fourths of the gold and almost all of the silver mined in the United States and its possessions. Among the gold-producing States, Colorado, California, and Nevada, in the order named, were the three most important, but Arizona, Idaho, Montana, and Utah were also producers of considerable quantities. In the mining of silver, Montana was foremost and Nevada second, with Colorado, Idaho, and Utah closely following.

The production of copper in the Western States is shown in Table 2. Figures for smelter as well as mine returns are given because percentages were calculated on the basis of the former.

TABLE 2.—*Production of copper, by smelter returns in 1908, compared with mine returns for the same year, by States (in pounds).*[a]

State or Territory.	Rank in the United States.	Percentage of the total for the United States.	Smelter returns.	Mine returns.
Arizona	1	30.72	289,523,267	285,858,133
California	5	4.20	39,643,835	38,776,881
Colorado	7	1.48	13,943,878	9,997,758
Idaho	9	.77	7,256,086	10,041,850
Montana	2	26.79	252,503,561	251,667,795
Nevada	8	1.30	12,241,372	15,598,788
New Mexico	10	.53	4,991,351	6,112,630
Oregon	14	.03	271,191	291,377
Utah	4	7.57	71,370,370	86,848,812
Washington	15	.02	162,201	312,030
Wyoming	12	.26	2,416,197	2,452,049
Total		73.67	694,323,309	707,958,103
Total for the United States		100.00	942,579,721	956,840,578

[a] Compiled from Mineral Resources, op. cit., Part I, p. 194.

The Western States, it appears, produced 73.67 per cent of all the copper mined in the United States. Arizona was the first in rank of the copper-producing States and Montana was second. Utah and California were fourth and fifth, respectively, being surpassed only by Michigan of the States outside of the western division.

Although the lead produced in the West was slight in value compared with gold, silver, or copper, with which lead is often a by-product, it constituted 58 per cent of the total primary lead product of the United States. About half of this amount came from Idaho, which ranked second only to Missouri as a lead-producing State.[a] The zinc product of the West was 14.34 per cent of the total for the country, and of this Colorado produced nine-tenths.[b] The remainder of the western product was obtained in small amounts from the mines of other States.

The iron ore mined in the West in 1908 amounted to 528,625 long tons, or 1.47 per cent of the total for the United States.[c] Colorado, Montana, Nevada, New Mexico, Utah, Washington, and Wyoming all contributed to the total, but Wyoming and Colorado were the largest producers in the West.

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[a] Mineral Resources, op. cit., Part I., p. 230.
[b] Ibid., p. 247.
[c] Ibid., p. 7.

The quicksilver mined in the United States in 1908 came from Arizona, California, Oregon, and Texas, but California was by far the most important producer, its product in 1908 being nearly 17,000 flasks (of 75 pounds each), or 86 per cent of the total for the entire country.

Briefly to summarize the present status of the metalliferous mining industry in the West, it may be said that the Western States produced in 1908 nearly three-fourths of the gold and almost all of the silver mined in the United States, including Alaska, the Philippine Islands, and Porto Rico, over 70 per cent of the copper, and, of the less important metals, 86 per cent of the quicksilver, 58 per cent of the lead, 14 per cent of the zinc, and not quite 1.5 per cent of the iron ore.

The number of mines in the West producing gold, silver, copper, and lead, or zinc in 1908 is estimated at 4,027, of which 2,764 were deep mines, the remainder, 1,263, being placers. The location of these mines is shown in the table following.

TABLE 3.—*Number of mines producing gold and silver in 1908, by States and Territories.*[a]

State or Territory.	Number of mines.		
	Placer.	Deep mines.	Total.
Arizona	31	279	310
California	559	405	1,064
Colorado	43	624	667
Idaho	207	178	385
Montana	157	409	566
Nevada	28	393	421
New Mexico	26	108	134
Oregon	173	66	239
Utah	6	170	176
Washington	27	37	64
Wyoming	6	5	11
Total	1,263	2,764	4,027

[a] Compiled from Mineral Resources, op. cit., Part I, p. 175.

This table may appear to include mines which produced only gold and silver, but, as was stated in the source from which the table was taken,[a] "practically every mine producing lead, copper, or zinc also yields the precious metals," and the table therefore "actually records the number of producers of gold, silver, copper, lead, and zinc in these Cordilleran States." In addition to the mines above enumerated there were the iron mines and the quicksilver mines, 18 of the latter of which were in California alone.

The number of laborers employed in mining, smelting, and refining metalliferous ores in the Western States in 1909 was probably between 125,000 and 150,000.[b] It is impossible to say how many of these laborers were engaged in mining and how many in extracting and refining the metal contained in ores, because many mining companies, often those employing large forces of men, operate reduction, smelting, or refining plants at the mines and use some of their employees interchangeably in both processes. Much the larger part of the total number of laborers employed in the allied industries, however, are employed in the work of mining.

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[a] Mineral Resources, op. cit., Part I, p. 175.

[b] This estimate is based largely upon information given in the International Mining Manual for 1908, and does not include prospectors and miners working on their own account.

Forty-four smelters located in the States of the Western Division are reported [a] to have treated copper ores in 1908, and one is reported to have been engaged in the smelting of zinc. Many of these smelters, of course, treated gold, silver, and lead ores as well as copper ores. In addition to the smelters a much smaller number of cyanide and chlorination plants for the treatment of gold and silver ores were also in operation. The location of the 45 smelters above referred to is as follows:

Arizona	8	Oregon	1
California	8	Utah	6
Colorado	8	Washington	3
Idaho	2	Wyoming	1
Montana	5	Total	45
Nevada	1		
New Mexico	2		

DEVELOPMENT OF THE INDUSTRY.

The development of the metalliferous mining, smelting, and refining industry of the West began on an important scale soon after the gold discoveries of 1848, but it was not until some years later that the control of these industries passed largely from the hands of the individual prospector to those of the modern capitalist. With the advent of the latter and the opening of the railroads deep mining was introduced, new fields were exploited, and, in the search for gold and silver, valuable deposits of copper ore were discovered. Smelters and refineries were built, and the allied industries were prosecuted systematically on a scale necessitating the employment of large numbers of men as wage laborers. Skilled miners and mechanics were attracted to the West from other parts of the United States and from Europe, and they were accompanied by many unskilled laborers from the same sources.

By the early eighties the metalliferous industries had become firmly established in almost all of the then known mining fields, and the Eleventh Census shows that in 1889 over 55,000 persons were employed in mining alone. Of this number over 51,000, or about 93 per cent of the total, were engaged in mining the precious metals, some 3,000 in copper mining, about 570 in the mining of iron ore, and 960 in the mining of quicksilver.[b] Since 1889 the proportions of the total number of persons engaged in the mining of the different metals have changed somewhat. This is especially noticeable in the greatly increased proportion of men employed at copper mines, an increase due to the great development of the copper industry in the past two decades.

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[a] Mineral Resources, op. cit., Part I, p. 189.

[b] These statistics, compiled from the Report on Mineral Industries in the United States in the Eleventh Census, pp. 17, 18, 59, 60, 156, and 171, include an estimate of men employed, in "a great number of cases," at "small placers and diggings."

NATURE AND SCOPE OF THE INVESTIGATION BY THE COMMISSION.

The Commission had planned a much wider investigation into the employment of immigrant laborers in the metalliferous mining and the smelting industries than it was able to make. Previous to the time it was compelled to suspend field work, however, the Commission had gathered data relating to 2 of the more important mines in California and 4 in Colorado, a group of 27 mines controlled by 1 company in the Butte, Mont., district, and 2 groups of mines in Arizona controlled by 2 companies operating in the Bisbee and the Clifton-Morenci-Metcalf districts, respectively, and to 13 smelters and refineries, located, 2 in Arizona, 8 in Colorado, 2 in Montana, and 1 in Utah.

As indicated above, the investigation planned was not completed because of the suspension of field work. The data collected relative to copper mining and smelting in Montana and smelting in Colorado are believed to be adequate to show the situation which obtained with reference to the employment of immigrants. On the other hand, the data relating to mining in Colorado and California relate only to certain sections of these States. A variety of conditions exists in different sections; while the data for mining and smelting in Arizona and for smelting in Utah are very limited owing to the fact that the investigation had only been begun when the work of the field agents of the Commission was suspended.

The chapters following will be devoted to a consideration of the situation by industries and by States, the mining industry being dealt with first.

CHAPTER II.

METALLIFEROUS MINING IN COLORADO.

[For General Tables see pp. 547 to 554.]

INTRODUCTION.

In Colorado data were obtained from 5 mines which are located, 1 in Victor, 1 in Aspen, and 3 in Leadville. The metals Mined are, respectively, gold, lead, silver, and zinc; lead, silver, zinc, and copper; lead, silver, and zinc; and gold, and silver. Personal data were secured from 526 of the 600 or 650 persons employed, at the time of the visit of the special agent, at the 4 mines in Aspen and Leadville.

The Cripple Creek district was not investigated as a whole, but data were secured from an important mine in Victor at which the labor situation is typical of that obtaining throughout the district. Of 469 employees at this mine, 346, or about three-fourths, were native-born.[a] The remaining 123 were of the following races:

Austrian (race not specified)	1	Norwegian	1
Canadian	8	Russian	2
English	14	Scotch	8
Finnish	3	Swedish	37
German	21	Welsh	4
Irish	23		
Magyar	1	Total	123

The predominance of the native-born among the mine workers of the Cripple Creek district is due to the policy adopted by the Mine Owners' Association of that district after the labor disturbances of 1904. Under this policy, every applicant for work in the district must first secure a permit to apply for it at the mines from the secretary of the association. This permit is granted only to men who are able to speak English and are citizens of the United States or who are in possession of their first naturalization papers. A further condition—and the most important of all—is that the applicant must not be a member of the Western Federation of Miners. The motive for this discrimination in hiring employees is to maintain a supply of nonunion laborers who are not easily influenced by labor agitators.

Data were not obtained from the important metalliferous mines in the southwestern section of the State. At the time of the visit of the special agent of the Commission to Colorado these mines were closed on account of the snows, as they are every winter, and they did not reopen until some two months later, about May 1 ,after the Commission had suspended its investigation in Colorado. It is known, however, that large numbers of immigrants are employed in the mines of southwestern Colorado and that these immigrants are chiefly Slavs, Italians, and Greeks. The situation in the metalliferous mines of that section is more like that in the coal mines of Colorado than that of the other metalliferous mines of the State.

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[a] It was impossible to distinguish here between the native-born of native father and those of foreign father.

RACES EMPLOYED.

More than three-fifths of the employees from whom personal data were obtained were native-born or members of north European races;[a] more than half of the immigrants had resided in the United States fifteen years or more, and nearly two-thirds, ten years or more; about two-thirds were married, and of the married immigrants almost all had their wives in the United States; three-fifths knew English as their native language and nearly all of the remainder spoke it. More than half of those who had been in the United States for five years or more and who were 21 years of age or over at the time of coming had secured their second naturalization papers, and half of the remainder had secured their first papers.

Of the total of 526 from whom data were secured, 185 were native-born, 85 being of native father and 100 of foreign father. Of the latter 25 were sons of English and 38 of Irish immigrants. The large proportion of these races indicates that a considerable number of the sons of the English and Irish miners who have been a very important element in the labor supply of the metalliferous mines of the West are following the occupations of their fathers.

Among the foreign-born employees, who aggregated 341 persons, the English were first in numerical importance with 72 persons, the Swedish were second with 67, and the Slovenians third, with 60. The Irish numbered only 30 persons among the foreign-born as contrasted with 38 Irish-Americans among the native-born.

The length of residence within the United States of the foreign-born employees investigated is shown in the following table:

TABLE 4.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
English	72	7	4	3	11	47
Finnish	17	4	5	4	3	1
Irish	30	3	2	3	4	18
Italian, North	19	5	6	1	3	4
Slovenian	60	13	20	10	9	8
Swedish	67	15	13	8	9	22
Other races[a]	76	11	12	5	14	34
Total	341	58	62	34	53	134

[a] Includes all races with less than 15 representatives.

Of the grand total of 341, 134, or 39.3 per cent, had resided in the United States for twenty years or longer; 53, or 15.5 per cent, from fifteen to nineteen years, and 34, or 9.9 per cent, from ten to fourteen years. All told, 221 men, or 64.8 per cent of the total, had been in the United States ten years or longer. Of the remainder, 62 persons, or 18.2 per cent, had been in this country from five to nine years, while 58 persons, or 17.1 per cent, had immigrated to the United States within the past five years.

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[a] In this chapter the terms "north European," "south European," and "east European" include the following races represented at the mines investigated in Colorado:

North European.—Danish, English, Finnish, French, German, Irish, Norwegian, Scotch, Swedish, Welsh.

South European.—Italian, North; Italian, South.

East European.—Croatian, Dalmatian, Russian, Slovak, Slovenian.

Turning to the races most prominently employed, it appears that the larger proportion of the grand total found in the groups representing the longer periods of residence is due chiefly to the large proportion of English-speaking immigrants in these groups. All the Canadians, 58 of 72 English, and 22 of 30 Irish, had been in the United States for fifteen years or more. All the races enumerated, however, have representatives in one or both of the last two groups, but the Finns, North Italians, and Slovenians average a somewhat shorter term of residence than the English-speaking immigrants. Of the Finns, 9 of 17 had been in the United States nine years or less, and 11 of 19 North Italians, and 33 of 60 Slovenians had been in the country for the same length of time.

The majority of the employees were married. This is shown in the table next presented.

Table 5.—*Conjugal condition of male employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father, White	85	25	54	6
Native-born of foreign father	100	41	57	2
Total native-born	185	66	111	8
Foreign-born, by race:				
English	72	15	55	2
Finnish	17	8	9	....
Irish	30	5	25	....
Italian, North	19	8	11	....
Slovenian	60	23	37	....
Swedish	67	28	37	2
Other races [a]	76	28	46	2
Total foreign-born	341	115	220	6
Grand total	526	181	331	14

[a] Includes all races with less than 15 representatives.

Of the 341 foreign-born, 220, or 64.5 per cent, were married. As for the single men, it was found that 73 of the 115 reported were in the 20 to 29 year age groups, in which the number of married men is naturally low. Comparing the foreign-born by races, it appears that the larger proportion of the single men were members of those races appearing in Table 4 as the more recent immigrants. This fact will be evident if the Dalmatians, Finns, and Slovenians are compared as to conjugal condition with the English-speaking immigrants.

The percentage of foreign-born reported as married is higher than that for either the native-born of native father or the native-born of foreign father, the percentages for these two categories being, respectively, 63.5 and 57.

Of the 220 immigrants who were married, 217 reported the location of the wife—200 as in the United States and only 17 as abroad. It is evident, therefore, that nearly all of the married immigrants have become permanent residents of the United States.

Of the 341 immigrants, 214 were members of non-English-speaking races. Of 213 reporting complete data, 201 could speak English and more than one-half could read and write the language. This is shown in detail in the table following.

TABLE 6.—*Number of foreign-born male employees who speak, read, and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		
		Speak English.	Read English.	Read and write English.
Finnish	17	16	10	8
Italian, North	19	17	13	8
Slovenian	60	58	14	12
Swedish	67	64	62	53
Other races [a]	50	46	39	35
Total	213	201	138	116

[a] Includes all races with less than 15 representatives.

Of the men included in the table, 93.9 per cent could speak English, but only 64.8 per cent could read and only 54.5 per cent both read and write the language. These facts indicate that a large number of these men, mainly Slovenians and other east and south Europeans, possessed only what might be called a "working knowledge" of English.

Of the 341 foreign-born employees, 112 who were 21 years of age or over at the time of coming to the United States and who had been in the United States five years or over reported complete data as to their political status. Of this number, 63 had become citizens, 25 more had taken out first papers, and only 24 were still aliens.

RACE CHANGES.

Race changes in the mines investigated have been controlled by several conditions, first of which is the racial complexion of the general labor supply of the community. Employees are usually chosen at the mines from those who personally apply for work. The number of the applicants is so large that in none of the cases investigated in Colorado has it been necessary to secure laborers through employment agencies. No labor unions are now found at these mines, and in the absence of discrimination among the races in the choice of employees by mine foremen the racial distribution of mine workers gradually changes with that of the available supply of labor. To illustrate this point, the history of one of the mines investigated may be cited. When this mine was opened in 1879 the majority of its miners were Cornish and Irish, because these two races were then most prominent in the industry in that section, many of them being skilled workmen at the time of their immigration from Great Britain. About 1889 Swedish and Finnish laborers began to appear in the community and to be given employment at the mine in question, and ten years later, in 1899, Austrians, Italians, and a few Greeks were first admitted to the working force. In the meantime most of the Cornish miners and many of the Swedish had left the mine, the former going to other mining districts, where wages or other conditions of employment were more attractive, and the latter, for the most part, engaging in farming.

Another mine began operations in 1894. At this mine all the races now employed have been employed from the first, with the exception of the Slovenians and Croatians, who have appeared only since 1900. Some Italians have been given work also in the past, but many of them were discharged, together with many of the Slavs, when the prices of the metals fell in 1908, because they were considered less efficient than the "American"[a] laborers who were retained. The Italians and Slavs referred to have, in fact, been used from time to time as an auxiliary labor supply when repairs were made or operations enlarged.

A third mine, which was opened in 1883, has employed members of all north European races from the first, but the largest number have been English-speaking and Swedish. Italians and Slavs were employed for the first time in small numbers in 1895, but they have been numerous only within the years following 1906. The Slavs, particularly the Slovenians, have increased in number more rapidly than the Italians. A few Russians have been employed since 1907. One reason for the increase in the number of Slav and Italian employees in the past four years is a decrease in wages, which, made in 1907, to compensate for the then prevailing low prices of metals, seems to have made it profitable for the company to enlarge its plant by hiring an additional force of "cheap labor."

Closely allied with the racial grouping of the general supply of labor in the community as a factor in causing race changes in the labor force of the mines are the wages paid to these laborers. No actual decrease in wages is reported, except in the instance noted above, as due to the employment of recent immigrants, but on the other hand, it is probable that wages would have advanced to a greater extent than they have if recent immigrants had not been employed. The races first in the field, notably the English-speaking and Scandinavian, though still important elements in the labor supply of the mines, have been decreasing in importance in the industry in Colorado because they have been able to find more pleasant or more profitable employment elsewhere, sometimes in the mines of other states and sometimes in other occupations. The inference can not be avoided, therefore, that the employment of recent immigrants has retarded the rise of wages in the mines here considered.

Strikes have been an important cause of race changes in some localities. In 1896 and 1897 the mine owners of Leadville brought in a number of Austrians as strike breakers, and the presence of the Austrian laborers in Leadville dates from that time. In the Cripple Creek district during the labor disturbances of 1904 a large number of Irish were deported by the Mine Owners' Association and others left voluntarily after the association adopted the policy, referred to in a previous section, of discriminating against members of the Western

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[a] Native-born and Americanized Europeans.

Federation of Miners. This policy has resulted in the elimination of one element of "American" labor [a] and the substitution of other elements, rather than in a change from earlier to more recent immigrants.

Although strikes have been of considerable local importance, race changes, to summarize briefly, have been due mainly to the addition of recent immigrants to the available labor supply of the community, and the consequent retardation in the rise of wages, which has led many of the older immigrants to seek more attractive employment elsewhere.

OCCUPATIONS OF THE RACES EMPLOYED.

The highest paid positions [b] at the mines investigated—those of the "shift boss" and the engineers and mechanics—are held entirely by members of the native-born, the English-speaking, and northern European races. This is shown in the table next presented.

TABLE 7.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	78	1	15	62
Native-born of foreign father	99	3	20	76
Total native-born	177	4	35	138
Foreign-born, by race:				
English	68	3	5	60
Finnish	17			17
Irish	30		2	28
Italian, North	19			19
Slovenian	60			60
Swedish	67	2		65
Other races [a]	75	1	2	72
Total foreign-born	336	6	9	321
Grand total	513	10	44	459

[a] Includes all races with less than 15 representatives.

Of the 10 foremen, 4 were native-born, 3 were English, 2 Swedish, and 1 Welsh. Of the 44 engineers and mechanics, 35 were native-born as against 9 who were foreign-born. Of the latter, 7 were members of the English-speaking races. The group of miners and general laborers, on the other hand, is about evenly divided between members of English-speaking races, including the native-born, and members of non-English-speaking races.

The proportions of the members of each race in each occupation group are shown by percentages in the table following.

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[a] Native-born and Amercanized European laborers.

[b] Exclusive of the managerial, technical, and clerical positions.

TABLE 8.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	78	1.3	19.2	79.5
Native-born of foreign father	99	3.0	20.2	76.8
Total native-born	177	2.3	19.8	78.0
Foreign-born, by race:				
English	68	4.4	7.4	88.2
Finnish	17	.0	.0	100.0
Irish	30	.0	6.7	93.3
Italian, North	19	.0	.0	100.0
Slovenian	60	.0	.0	100.0
Swedish	67	3.0	.0	97.0
Other races[a]	75	1.3	2.7	96.0
Total foreign-born	336	1.8	2.7	95.6
Grand total	513	1.9	8.6	89.5

[a] Includes all races with less than 15 representatives.

As between the native-born and the foreign-born, the most important differences are the much larger percentage of the native-born (19.8) than of the foreign-born (2.7) employed as engineers and mechanics, and the considerably lower percentage of the native-born (78) than of the foreign-born (95.6) employed as miners and general laborers. Comparing the two divisions of the native-born it appears that those of foreign father are represented by larger percentages than those of native father among the foremen and the engineers and mechanics and by a consequently lower percentage among the miners and general laborers. Among the foreign-born, the English show the largest percentage (4.4) employed as foremen. This percentage is larger even than that of the native-born of native father (1.3). Of the other races specifically enumerated only the Swedes are represented in the group of foremen. The percentage of their number in this group is 3, the same as that of the native-born of foreign father. The English also show the largest percentage (7.4) among the foreign-born in the group of engineers and mechanics. Second to the English in this group are the Irish with 6.7 per cent of their number. None of the other foreign races named in the table are represented in the group of engineers and mechanics, and it should be noted that the percentages of the English and the Irish in this group are very much less than those of the native-born, which are 19.2 for those of native father and 20.2 for those of foreign father. In the group of miners and general laborers are found all nonclerical employees not included in the groups of foremen, engineers, and mechanics. For this reason the Finns, North Italians, and Slovenians are represented by 100 per cent of their numbers in the group of miners and general laborers and the other races enumerated are represented in the group by percentages ranging from 88.2 (for the English) to 97 per cent for the Swedes.

HOURS AND EARNINGS OF LABOR.

The normal working day at the mines investigated ranged from eight to twelve hours, according to occupations. The machine operators, miners, and timbermen (classed as miners and general laborers in the occupation tables given), in every instance worked only eight hours per day,[a] but the hours of labor for the other occupations varied from mine to mine. At one mine a straight eight-hour day for all occupations was reported. At another the blacksmiths worked eight hours, the engineers, nine, the laborers in the "ore house," nine and one-half, and the firemen, twelve hours. At the third mine, the engineers worked 8 hours, one motorman and the pumpmen, nine hours, the electricians, blacksmiths, carpenters, and machinists, nine and one-half hours, and 1 motorman and the storekeeper, ten hours. At the fourth mine some of the mechanics worked eight hours, while others worked nine, the trammers, the sampler, the conveyors, and the "jig men" in the mill department worked eleven hours, and the mill men and the shift bosses in the mill worked twelve hours. The working week was seven days at all of the mines but one, where it was six days.

The table following summarizes these data. Wages, paid on a time basis, except for the small amount of work done by leasers, varied from $2 per day for certain laborers engaged in unskilled labor to $5 per day for certain shift bosses[b] and mechanics. Among "general laborers," the muckers, loaders, washers, nippers, timber helpers, surface workers, yard workers, and others engaged in unskilled labor were paid as a rule from $2.50 to $3 per day. Pick miners and timbermen were paid from $2.50 to $3.50 per day, with the largest number receiving $3. Machine miners were paid from $3 to $4 per day, with most of them earning $3.50. The wages of the engineers and mechanics varied from $3 to $5 per day and those of shift bosses from $4.50 to $5.

Data as to the rate of earnings per day were obtained from 521 men[c] employed at the mines investigated. These data have been tabulated and reduced to percentages by wage groups for all races with 15 or more representatives reporting.

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[a] This was in compliance with chapter 119 of the Colorado Acts of 1905, section 1 of which reads as follows:

"All labor of miners in underground mines, or other underground workings and labor directly attending blast furnaces, either in smelters or in ore reduction works, in directly attending stamp mills, chlorination and cyanide processes, and directly attending smelting furnaces producing metal or matte, which labor is in contact with noxious fumes, gases, or vapors, is hereby declared dangerous and injurious to health, life, and limb; and the period of employment for all persons so employed in underground mines or other underground workings, attending blast furnaces either in smelters or in ore reduction works, in stamp mills, in chlorination and cyanide mills, and attending smelting furnaces producing metal or matte, shall be eight hours per day, except in cases of emergency, where life or property is in imminent danger."

[b] Data as to the earnings of foremen were secured only from shift bosses.

[c] Data were also obtained from 3 youths 14 but under 18 years of age, of whom 2 earned $1 but under $1.25, and 1 $3 but under $3.50.

TABLE 9.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.				
		$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	83	1.2	30.1	42.2	12.0	14.5
Native-born of foreign father	98	1.0	14.3	52.0	19.4	13.3
Total native-born	181	1.1	21.5	47.5	16.0	13.8
Foreign-born, by race:						
English	72	....	25.0	47.2	12.5	15.3
Finnish	16	....	31.3	31.3	37.5	....
Irish	30	....	13.3	70.0	13.3	3.3
Italian, North	19	....	36.8	31.6	26.3	5.3
Slovenian	60	....	73.3	25.0	1.7	....
Swedish	67	....	7.5	56.7	26.9	9.0
Other races[a]	76	....	29.0	46.1	11.8	13.1
Total foreign-born	340	....	30.9	45.3	15.3	8.5
Grand total	521	.4	27.6	46.1	15.5	10.3

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or time lost from shutdowns or other causes.

[a] Includes all races with less than 15 representatives.

The lowest earnings recorded, it will be noted, are $2 but under $2.50 and these were received by only 0.4 per cent of the grand total. The largest wage group, including 46.1 per cent of the grand total, is of those earning $3 but under $3.50. The second largest, including 27.6 per cent of the grand total, earned the next lowest wage, $2.50 but under $3. The two wage groups earning $3.50 and over, however, aggregate 25.8 per cent of the grand total.

Of the two main divisions in the table, the native-born appear in the higher wage groups to a somewhat greater extent than do the foreign-born. Of the latter, 30.9 per cent earned less than $3 per day as against 22.6 per cent of the native-born, while in each of those groups earning $3 or more, the percentage of the native-born is higher than the corresponding percentage of the foreign-born. This is especially noticeable in the "$4 or over" group, in which the native-born are represented by 13.8 per cent, while the foreign-born are represented by only 10.3 per cent. These differences in the wages received by native-born and foreign-born are due chiefly to the differences in occupations discussed in the previous section. No discrimination in the payment of wages was found as between members of different races engaged in the same occupations, although a recent general reduction of 15 per cent in the wages paid by a single company seems to have been made possible by the employment of east and south Europeans, chiefly Slovenians and North Italians.

Of the native-born, those of foreign fathers are present in greater proportions than those of native fathers in all of the higher wage groups save that for "$4 or over," and there the difference between the two classes is slight. The most striking contrast appears in the group earning $2.50 but under $3. The native-born of native father are represented there by 30.1 per cent of their number as against 14.3 per cent of the native-born of foreign father.

Among the foreign-born races the English approach most closely to the distribution of the native-born, and especially to that of the native-born of native father. The percentages of the English are somewhat higher in the higher groups than those of the latter, however. The Finns are distributed fairly evenly among the three groups earning $2.50 and over, but under $4, and are entirely included within these groups. The Irish are remarkable for the fact that 70 per cent of their number are concentrated in the principal wage group of the table. The next highest percentage in this group is that of the Swedish, which is only 56.7. The contrast in the relative proportions of the English and the Irish in the highest wage group is also noteworthy.

The North Italians show a distribution somewhat similar to that of the Finns. The differences are found in a larger percentage of the Italians in the $2.50 but under $3 group, and the presence of 5.3 per cent of their numbers in the highest group, where the Finns have none. The Slovenians afford a sharp contrast with every other race enumerated in the large proportion of their number found in the $2.50 but under $3 group, the lowest wage group which includes foreign-born employees. There their percentage is 73.3, while the highest percentage in this group for any other race is only 36.8 (for the North Italians). Moreover, the Slovenians are almost exclusively confined to this group and the one immediately following, as only 1.7 per cent of their number earn $3.50 but under $4. These facts are largely accounted for by the employment of 51 of the 60 Slovenian employees included in the table at the mine referred to above as having enforced a reduction in wages of 15 per cent. Of these 51 employees, 27 were pick miners, 6 were trammers, and 6 muckers, all earning $2.50 per day, while the remaining 12 were engaged in various occupations, some earning the same rate, others $3 per day. The last race enumerated in the table, the Swedish, is remarkable for the very low percentage in the lowest wage group and the high percentage in the largest wage group and the group immediately following.

By way of summary it may be said (1) that the native-born and the English earn the higher wages—a fact largely explained by the preeminence of these races as shift bosses and mechanics; (2) that the native-born of foreign father earn somewhat more than those of native father; (3) that the Finns, Irish, and Slovenians are practically confined to the three groups earning over $2.50 but under $4; (4) that a greater percentage of the Swedish than of any other race are found in the three higher groups; and (5) that by far the greatest percentage found in the lowest wage group represented among the foreign-born is that of the Slovenians, a situation which is explained by the low wages paid at a single mine which employs five-sixths of the Slovenians included in the table.

ECONOMIC RELATIONS BETWEEN EMPOYERS AND EMPLOYEES.

At the mines investigated the only deduction made by the mine operators from the wages of their employees was for hospital fees. Wages were paid monthly in cash or in checks payable without discount at the local banks, and there was no compulsory patronage of company stores, boarding or lodging houses. In fact, the companies investigated maintained no such establishments.

The hospital fee was in each case $1 per month, and covered, as a rule, such hospital and medical service as might be necessary to insure the recovery of the injured employee. The reasonableness of the fee charged by the companies is sometimes questioned by employees, especially by those who have never had occasion to receive hospital and medical attendance for injuries suffered, but it can not be said that the exaction of the fee is in any sense a form of exploitation. The truth of this assertion is indicated by the fact that a workmen's accident insurance company which sold insurance for a time in Victor at 3 per cent of the wages (amounting on the average to between $2.25 and $2.75[a] per month) withdrew from business in that locality because it proved unprofitable. Many of the insured, on the other hand, were dropping their policies because they considered the premiums excessive.

Data as to the number and character of accidents to laborers engaged in mining and milling in Colorado were obtained from the report of the Colorado State Bureau of Mines for 1907 and 1908. The following table summarizes these data:

TABLE 10.—*Number and character of accidents to male employees engaged in mining and milling in Colorado in 1907 and 1908.*[a]

Place or kind of accident.	1907.		1908.	
	Fatal.	Nonfatal.	Fatal.	Nonfatal.
Above ground	17	43	4	42
Shaft accidents	13	43	4	7
Underground	34	192	48	230
Accidents due to explosives	13	24	7	31
Total	77	302	63	310

[a] Compiled from pp. 41 and 42 op. cit. Data for smelter accidents were omitted so far as they were evident.

In the two years included in the table the accidents most frequently occurring above ground were those arising from the operation of machinery, the handling of loose rock or ore, the work in the mills, and the operation of tramming or dumping cars. Shaft accidents occurred for the most part in connection with the operation of the hoisting apparatus. Three men were killed and nine injured, however, in the two-year period, by falls of rock, earth, or other materials from the level or the sides of the shafts, and five men were killed and nine injured by falling down the shaft from levels. Underground accidents were caused chiefly by falls of rock and timber, by falls from ladders and staging and chutes, winzes, upraises, and manways, and by the operation of the tram cars. Accidents from explosives seem to have been due chiefly to the unavoidable risk always attending their use and to carelessness.

The proportion of accidents per thousand men employed is shown, by years, from 1900 to 1908, inclusive, in the table following.

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[a] At least $1 of this sum must have been charged for the maintenance of hospital and medical service, the balance being for the payment of the wage allowance during time lost.

TABLE 11.—*Proportion of accidents per thousand male employees from 1900 to 1908.*[a]

	1900.	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.
Proportion of fatal accidents per 1,000 men employed	2.06	3.24	2.30	3.09	2.86	3.18	2.37	2.33	1.95
Proportion of nonfatal accidents per 1,000 men employed	12.11	17.00	15.97	15.31	15.24	14.14	12.53	9.06	9.56

[a] Compiled from the report of the Colorado State Bureau of Mines for 1907 and 1908, p. 43. These data include returns for smelting accidents as well as for mining and milling accidents, but the former, so far as appears in the report, are of almost negligible importance.

It will be noted that the proportions both of fatal and of nonfatal accidents have decreased considerably on the whole since 1900. The employment of immigrants, so far as could be ascertained, has not increased the number or seriousness of accidents.

RELATIONS BETWEEN THE RACES EMPLOYED.

Very little race friction exists at the mines investigated. At work, the races are sometimes purposely mixed by the foremen, as a matter of policy, but usually when men have to work in pairs those of the same race or the same group of races are chosen. As a rule, the east and the south Europeans are considered inferior by the native-born and the north Europeans, and the unmarried men of these races commonly live in boarding and lodging houses maintained especially for members of their own race. North Europeans and the natives mingle freely with each other and show no tendency to segregate in boarding and lodging houses.

The greater or less degree of contempt with which the native-born and the north Europeans look upon members of the south and the east European races seldom manifests itself in anything more serious than an avoidance of social intercourse with them. Differences in language are undoubtedly responsible in a large degree for this situation. As was noted in a previous section, a large number of east and south Europeans, especially of the Slovenians, who are by far the more numerous of the races concerned, have only a "working knowledge" of English. This is insufficient to enable them to mingle freely on terms of equality with native-born and immigrant laborers having a better mastery of the language.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

A general preference is expressed among employers for native-born and north European laborers, especially for those occupations requiring skill or responsibility. The effect of this preference is seen in the large proportion of shift bosses and mechanics who are members of these races. As miners and machine operators, the Cornish are often preferred because many of them have had previous experience in the industry, but, as a rule, north Europeans of any race are preferred for these positions to east or south Europeans.

For common labor, after "American" laborers, the Austrian races, especially the Slovenians, among the races now employed meet with the most general favor, although it is probable that they would be replaced by native-born and north European laborers if the latter could be secured in sufficient numbers for the wages now prevailing.

The Italians, though employed in fewer numbers than the Slovenians, seem to be almost as well liked as the latter. Laborers of both these races are commonly praised for their industry, attentiveness, and tractability. The chief adverse criticism of them is based on the unfamiliarity of many of them with the English language, and the consequently greater supervision required over their work. Both races are said to drink rather heavily, but without greatly impairing their efficiency.

In addition to the foregoing general statements of employers' preferences, particular mention should be made of the peculiar situation obtaining in the Cripple Creek district. Here, as was stated in a previous section, only citizens of the United States or immigrants who have taken their first naturalization papers and who are not members of the Western Federation of Miners are allowed to apply at the mines for work. This discrimination against noncitizen laborers and the Western Federation of Miners is maintained in order to prevent the labor unions from again entering the district.

Chapter III.

METALLIFEROUS MINING IN MONTANA.

[For General Tables see pp. 554 to 584.]

INTRODUCTION.

In Montana data were secured from a company operating 27 mines in the Butte mining district and from 5,280 of the 7,000 men there employed. This number (5,280) is about one-third of the total number of metal miners—including independent prospectors [a]—employed in Montana and the data obtained from them is believed to be typical of the industry throughout the State in so far as it is on a capitalistic basis.

RACES EMPLOYED.

Employees are usually recruited from applicants for employment who are on hand at the "works" when need for their services arises. There is said to be always a considerable number of men about the mines looking for work. The discrimination used in choosing employees is individual, never racial, except in the cases of the Chinese and Japanese, who are never employed. However, members of these races, because of an active local prejudice against them, do not apply for work in the community.

The employees of the mines investigated are strongly organized in a branch of the Western Federation of Miners. Unions of one central affiliation or another have dominated the labor supply of the mines for thirty years. Most of the employees from whom data were secured were permanent residents of the United States. Nearly one-third were native-born, and of the immigrants, three-fifths had resided in the United States for ten years or longer. More than half of the latter were married and four-fifths of these reported their wives as living in the United States. As to ability to speak English, more than three-fourths of the men employed claimed the language as their native tongue, and five-sixths of the remainder had learned to speak it. Of those immigrants who had resided in the United States five years or longer and who were 21 years of age at the time of their immigration, seven-tenths had secured their second naturalization papers and over two-tenths more had taken out their first papers.

Of the total of 5,280 mine workers reporting data, 1,700 were native-born, 660 of native (white) father and 1,040 of foreign father. Most conspicuous among the latter were the Irish-Americans with 491 representatives and the English-Americans with 236—a fact suggestive of the extent to which the sons of immigrants are engaging in the occupations of their fathers. After the Irish and English Americans, the most important races among the native-born of foreign father were the German-Americans, with 99, and the Canadian-Americans, with 86 representatives.

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[a] The total number of metal miners employed in Montana was 15,000, of whom some 500 were independent prospectors.—Mineral Industry, 1906.

Among the foreign-born employees, who number 3,580, the English are first in numerical importance, with 1,047 persons, and the Irish are second, with 961. Other important races are the Finns, with 255 persons,[a] the Canadians other than French, with 252, and the North Italians, with 206.

All of the 3,580 immigrant employees reported complete data as to years of residence in the United States. These data are presented in the following table:

Table 12.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Canadian, French	46	1	2	6	5	32
Canadian, Other	252	30	29	28	32	133
Croatian	102	6	35	27	23	11
Dalmatian	95	30	34	18	7	6
English	1,047	270	146	85	130	416
Finnish	255	32	101	49	39	34
German	64	4	8	3	14	35
Herzegovinian	66	30	30	5	1	....
Irish	961	238	170	146	103	304
Italian, North	206	45	48	37	37	39
Montenegrin	69	32	35	1	1	....
Norwegian	59	12	14	3	7	23
Scotch	47	5	6	6	4	26
Servian	15	5	5	2	2	1
Slovenian	72	5	18	13	25	11
Swedish	88	5	17	13	17	36
Welsh	52	12	5	2	3	30
Austrian (race not specified)	20	2	4	7	4	3
Other races [a]	64	7	13	6	13	25
Total	3,580	771	720	457	467	1,165

[a] Includes all races with less than 15 representatives.

Of the total of 3,580 immigrants, 1,165 had resided in the United States for twenty years or over, 467 had resided here from fifteen to nineteen years, and 457 from ten to fourteen years. All told, 2,089, or 58.4 per cent of the total, had been in the United States for ten years or longer. Of the remainder, 720 had resided in this country from five to nine years, while 771 had resided here less than five years.

All races named in the table, except the Herzegovinians and Montenegrins, have been coming to the United States for twenty years or more, and a majority of the representatives of every race, except the Dalmatians, Finns, Herzegovinians, and Montenegrins, came to the country ten or more years ago. The races with the largest proportions of early immigrants are the French-Canadians and "other Canadians"—the races with the shortest distance to migrate—the Germans, Scotch, and Welsh, each of whom is represented in the "twenty years or over" group by at least half of its number. The races with the largest proportions among the more recent immigrants are the Montenegrins, Herzegovinians and Dalmatians, the great majority of whose representatives—over nine-tenths in the cases of the first two races—had resided in the United States for less than ten years. Between these two extremes as regards length of residence are the Croatians, Finns, Irish, North Italians, Norwegians, and Swedes, the distribution of whom among different year groups, however, varies greatly within the limits noted.

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[a] Nearly four-fifths of the Finns, from whom data for this report on the metalliferous industries of the West were secured, were employed in the mines of the Butte district.

Of the 5,280 employees from whom personal data were obtained, 5,277 reported as to their conjugal condition. This information is presented in the table following.

TABLE 13.—*Conjugal condition of male employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father, White	659	297	334	28
Native-born of foreign father	1,039	535	473	31
Total native-born	1,698	832	807	59
Foreign-born, by race:				
Canadian, French	46	17	29	....
Canadian, Other	252	92	152	8
Croatian	102	28	72	2
Dalmatian	95	38	57	....
English	1,047	347	663	37
Finnish	255	102	146	7
German	64	22	40	2
Herzegovinian	66	35	30	1
Irish	961	534	401	26
Italian, North	206	66	133	7
Montenegrin	69	37	32	....
Norwegian	59	27	30	2
Scotch	47	14	30	3
Servian	15	5	10	....
Slovenian	72	27	44	1
Swedish	88	38	48	2
Welsh	52	20	29	3
Austrian (race not specified)	63	27	36	....
Other races [a]	20	7	13	....
Total foreign-born	3,579	1,483	1,995	101
Grand total	5,277	2,315	2,802	160

[a] Includes all races with less than 15 representatives.

A considerably larger proportion of the foreign-born than of the native-born were married, the numbers being 1,995 of a total of 3,579 of the former as against 807 of a total of 1,698 of the latter. Of the native-born a larger proportion of those of native father (334 of 659) were married than of those of foreign father (473 of 1,039). Among the foreign-born, the married were in the majority—usually by a large margin—except in the cases of the Irish, the Herzegovinians, and the Montenegrins. This situation is to be expected among the two races last named because of their recent immigration. The large percentage of unmarried men among the Irish is partially explained by two facts (1) of the total of 961 representatives of the race, 238 had migrated to the United States within the past five years and 408 within the past ten years; (2) of the 534 single men, 323 were from 20 to 29 years of age—an unusually large proportion in the age group where married men are naturally less numerous than among the groups of older men.

Of the 1,995 married immigrants, 1,989 reported the location of their wives, 1,665, or more than four-fifths of the total, as in the

United States and 324 as abroad. Only three races of those represented by 15 or more persons reported the majority of wives as still living abroad. These are the Dalmatians, Herzegovinians, and Montenegrins, all races of very recent immigration.

Of the 3,580 foreign-born employees, only 1,203 were members of non-English-speaking races, and of these, 1,010 could speak English and 643 could read and write the language, as is shown in detail in the table following.

TABLE 14.—*Number of foreign-born male employees who speak, read, and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Speak English.	Read English.	Read and write English.
Canadian, French	44	43	33	31
Croatian	102	89	61	46
Dalmatian	94	71	41	33
Finnish	252	199	167	127
German	62	61	59	57
Herzegovinian	64	44	40	37
Italian, North	205	166	100	68
Montenegrin	69	42	26	22
Norwegian	57	57	56	51
Servian	15	12	6	4
Slovenian	70	64	44	39
Swedish	86	82	80	74
Austrian (race not specified)	20	18	11	9
Other races[a]	63	62	50	45
Total	1,203	1,010	774	643

[a] Includes all races with less than 15 representatives.

It appears that in the mining industry of Montana, as elsewhere, the greatest facility in the use of English is possessed by members of north European races.[a] All races reported a large proportion of their total number as able to speak English, but only among the Germans, Norwegians, and Swedes does the proportion of those able to read as well as speak the language rise above nine-tenths. The Croatians, Finns, and North Italians—the races most numerous in the table—reported from one-half to two-thirds of their aggregate number as able to read, but less than one-half as able to write as well as read English.

Information as to political status in the United States was reported by 1,055 foreign-born employees who had been in this country for five years and who were 21 years of age or over at the time of immigration. Of this number 715 had secured second naturalization papers, 211 had secured first papers, and only 129 were still aliens. The large proportions of immigrants who had taken out naturalization papers is partially explained by the large amount of Government land in Montana which in recent years has been thrown open to settlement by citizens of the United States. The most conspicuous among the races reporting a large proportion of their numbers as aliens were the Montenegrins with 13 of 18, the Dalmatians with 11 of 29, and the Croatians with 12 of 39 still in that category. These races may be contrasted with the English, of whom only 19 of 343 were aliens, or with the Irish, for whom the corresponding proportion was 15 of 204.

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[a] In this chapter, the terms "north European," "south European," and "east European" include the following races represented at the mines investigated in Montana:

North European.—Belgian (race not specified), Danish, Dutch, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, Welsh.

South European.—Greek, Italian (North), Italian (South).

East European.—Bohemian and Moravian, Croatian, Dalmatian, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Roumanian, Russian, Servian, Slovak, Slovenian.

RACE CHANGES.

Race changes in the mines of the Butte district have followed the general trend of such changes in the metalliferous industries of Colorado and the smelters of Montana. The earlier immigrants have been gradually dropping out of the labor force—some dying and others withdrawing to engage in other kinds of employment or the same employment elsewhere,[a] and the addition of new arrivals of the same races from abroad or from other sections of the United States, and the members of the rising generation of the sons of the earlier immigrants has not been sufficient to meet the needs of the growing industry. Accordingly, members of races of more recent immigration, as they have made their way by one avenue or another into the general labor supply of the State, have been added to the labor force, but never in such numbers as to destroy the predominance of the "American" element.[b] This predominance is largely due to the maintenance of the union scale of wages and hours, a condition which not only retards the rate of withdrawal of "Americans" already at work in the mines investigated, but also attracts "Americans" from the mines in other communities and from other districts where the prevailing wages are lower and the workday longer.

The history of the mining camp at Butte dates back nearly forty years to the early seventies. The labor supply at first was almost equally composed of Irish and English, with a scattering of Swedes, Norwegians, Germans, and native-born. These races were employed in varying proportions, with the Irish and English always most numerous, as they are to-day, until, late in the nineties, members of the Finnish, North Italian, and various Austrian races began to assume importance as elements in the labor supply. About the same time a small number of Greeks and Russians were also given employment. The Montenegrins had been added within the two years previous to the time of the investigation. Most of them came from construction work on the railroads.

OCCUPATIONS OF THE RACES EMPLOYED.

The more responsible and better-paid positions in the labor force of the mines investigated are held chiefly by natives, immigrants of English-speaking races, and Scandinavians. These races at the same time constitute the preponderating element in the supply of miners and general laborers. This is shown in the table next presented.

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[a] Since the consolidation of the earlier independent companies under one management many of the English have left the mines investigated and have gone elsewhere, because it was no longer possible for them to secure small plots which they formerly worked as cash or share tenants.

[b] The term "American" here refers to native-born and Americanized European laborers.

TABLE 15.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	659	23	80	556
Native-born of foreign father	1,037	37	139	861
Total native-born	1,696	60	219	1,417
Foreign-born, by race:				
Canadian, French	46	1	6	39
Canadian, Other	252	8	52	192
Croatian	102	1	5	96
Dalmatian	95	....	....	95
English	1,047	36	115	896
Finnish	255	1	5	249
German	64	....	7	57
Herzegovinian	66	....	....	66
Irish	961	12	39	910
Italian, North	206	....	6	200
Montenegrin	69	....	1	68
Norwegian	59	1	10	48
Scotch	47	1	5	41
Servian	15	....	....	15
Slovenian	72	....	....	72
Swedish	88	....	14	74
Welsh	52	....	8	44
Other races[a]	84	1	3	80
Total foreign-born	3,580	62	276	3,242
Grand total	5,276	122	495	4,659

[a] Includes all races with less than 15 representatives.

Of the 122 foremen, it will be noted that 60 were native-born and 58 immigrants of English-speaking and Scandinavian races. The proportion of the 495 engineers and mechanics who were members of these races is slightly less, but it includes 219 native-born and 243 immigrants of the English-speaking and Scandinavian races. Another north European race, the German, is also represented by 7 individuals. The largest numbers in the group were furnished, with one exception, by the races most conspicuous in the labor supply of the mines investigated; that is, by the native-born, the English, and the Irish. The exception is the "other" Canadians, who with a slightly smaller total representation than the Finns (252 as against 255) supplied ten times as many engineers and mechanics (52 as against 5). The Canadians also furnished more engineers and mechanics than the Irish, although the total number of the latter is nearly three times that of the former. The next group, that of miners and general laborers, is composed largely of native-born and north Europeans, but it includes all of the 95 Dalmatians, 66 Herzegovinians, 15 Servians, and 72 Slovenians, and 249 of the 255 Finns, 200 of the 206 North Italians, and 68 of the 69 Montenegrins.

Expressed in percentages of the total number of employees of each race the occupational distribution is shown in the table next presented.

TABLE 16.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	659	3.5	12.1	84.3
Native-born of foreign father	1,037	3.6	13.4	83.0
Total native-born	1,696	3.5	12.9	83.6
Foreign-born, by race:				
Canadian, French	46	2.2	13.0	84.8
Canadian, Other	252	3.2	20.6	76.2
Croatian	102	1.0	4.9	94.1
Dalmatian	95	.0	.0	100.0
English	1,047	3.4	11.0	85.6
Finnish	255	.4	2.0	97.6
German	64	.0	10.9	89.1
Herzegovinian	66	.0	.0	100.0
Irish	961	1.2	4.1	94.7
Italian, North	206	.0	2.9	97.1
Montenegrin	69	.0	1.4	98.6
Norwegian	59	1.7	16.9	81.3
Scotch	47	2.1	10.6	87.3
Servian	15	.0	.0	100.0
Slovenian	72	.0	.0	100.0
Swedish	88	.0	15.9	84.1
Welsh	52	.0	15.4	84.6
Other races [a]	84	1.2	3.6	95.2
Total foreign-born	3,580	1.7	7.7	90.6
Grand total	5,276	2.3	9.4	88.3

[a] Includes races with less than 15 representatives.

Much larger percentages of the native-born than of the foreign-born are found, as would be expected from the foregoing discussion, in the two higher occupation groups, and compensating lower percentages are found in the group of miners and general laborers. Of the two classes of native-born, those of foreign father have slightly larger percentages than those of native father employed as foremen and engineers and mechanics.

Among the foreign-born, the English, with 3.4 per cent, and the Canadians, other than French, with 3.2, have the largest percentages in the group of foremen. These percentages, it should be noted, are only slightly less than those of the native-born. In the group of engineers and mechanics the largest percentage is that of the Canadians, other than French, who have 20.6 per cent of their number engaged in these occupations. The Norwegians with 16.9 per cent, the Swedes with 15.9, and the Welsh with 15.4, also have larger percentages in this group than either the native-born of native father with 12.1 per cent, or the native-born of foreign father with 13.4 per cent. In the group of miners and general laborers the highest percentages are necessarily those of the races with no representation at all or with the lowest percentages in the first two groups. Among these races the Dalmatians, Herzegovinians, and Slovenians, who are entirely confined to the last group, and the North Italians and Croatians, who are very largely confined to it, are most conspicuous.

It appears from the foregoing that the immigrants from the south and east of Europe have progressed but little beyond the status of common laborer. Only a very small percentage of their number are engineers and mechanics, and but two of these races are represented among the foremen. These are the Croatians and Finns, each of whom has one member employed in this capacity. The lack of progress shown by the south and east Europeans is not entirely due to lack of progressiveness but is at least partially explained by the following facts: (1) These immigrants are the most recent additions to the labor force in which the predominant elements are, as they always have been, immigrants of English-speaking races and native-born and in which, as a natural consequence, the supervisory positions are held almost altogether by members of these races; (2) few of the immigrants from the south and east of Europe had had any experience in mining or the mechanical trades before coming to the United States, while most of the English, by way of contrast, had acquired the trades they now follow as engineers, mechanics, or miners before leaving England; (3) difficulty in speaking and understanding the English language places the south and east Europeans at a great disadvantage in competing with the native-born and immigrants of English-speaking races for the supervisory positions.

HOURS AND EARNINGS OF LABOR.

The employees of the mines investigated work 8 hours per day for 6 days in the week. This is in accordance with the union regulations and with a statute of the State of Montana which provides for an 8-hour workday in mines and smelters.

Wages are fixed by collective bargaining. On April 1, 1907, a 5-year agreement between the mine operators and the miners' union went into effect in accordance with which the minimum wage of miners was to be $4 per day so long as the average monthly price of electrolytic copper remained at 18 cents or more per pound and $3.50 per day when it fell below 18 cents per pound.[a] The $4 scale of

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[a] The following from the report of the Fifteenth Annual Convention of the Western Federation of Miners, page 327, is part of the text of the agreement:

"1. That eight (8) hours in each twenty-four hours shall constitute a shift or day's work.

"2. That the miners shall start to go down the shaft or into other mine opening at the beginning of the shift, and shall leave their places of work at the expiration of eight and one-half hours from that time; it being understood that the miners shall have one-half hour of said time in which to eat lunch. The miners to be hoisted or come from their work on their own time. It is also understood that where three consecutive shifts are employed, eight consecutive hours shall constitute a day's work.

"3. Where the word 'miner' is used in this agreement it shall mean all underground men engaged in any of the work of mining.

"4. The rate or amount of wages to be paid miners for a day's work, or proportionally for a part of a day's work, to be determined as follows: The average market price per pound of electrolytic copper as given in the Engineering & Mining Journal for each calendar month shall be the basis for determining the rate of wages.

"5. When the average monthly price of electrolytic copper shall be eighteen (18) cents per pound or over, then the wage rate shall be four (4.00) dollars per day for all miners other than miners in shafts, station cutting, winzes and station tenders; and for all miners in shafts, station cutting and winzes and station tenders the wage rate shall be four dollars and fifty cents ($4.50) per day.

"6. When the average monthly price of electrolytic copper shall be under eighteen (18) cents per pound, then the wage rate shall be three dollars and fifty cents ($3.50) per day for all miners other than miners in shafts, station cutting and winzes and station tenders; and for all miners in shafts, station cutting and winzes and station tenders the wage rate shall be four ($4.00) dollars per day; and in no case shall wages be less than specified in this section.

"7. Should a miner's employment terminate by reason of voluntarily quitting, discharge, or other reason, before the end of any calendar month, the rate for settlement wages was placed in operation on April 1, 1907, but on November 1 of that year, some time after the price of copper had fallen below 18 cents, however, the minimum wage for miners was reduced to $3.50, at which figure it stood at the time the agent of the Commission made his investigation.

In accordance with this scale, the wages paid ranged from $3 per day for a few common laborers above ground to more than $8 per day for a few of the foremen. Muckers, carmen, shovelers, and mechanics' helpers were paid $3.50 per day; miners were paid from $3.50 to $5, most of them, however, receiving the lower wage; mechanics were paid from $4 to $6, the rates for different occupations being the same as at the smelters investigated in Montana; and shift bosses and other foremen were paid, as a rule, from $4 to $7. The scale of wages just outlined is the highest paid at any of the metalliferous mines investigated in the West. It is considerably higher than that obtaining at the mines investigated in Colorado and very much higher than at those investigated in California and Arizona. The difference is largely due to the dominance of the union at the Montana mines and the weakness or entire absence of the union at the mines in Colorado, California, and Arizona.

Data as to the earnings were secured from 5,273 employees 18 years of age and over.[a] These are presented in the form of percentages of the total number of employees of each race in the table following.

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in such cases shall be as follows: The wage rate, for any settlement made, for any part of a month up to and including the fifteenth of said month, shall be based upon the previous month's average of electrolytic copper. The wage rate, for any settlement made, for any part of a month extending beyond the fifteenth of said month shall be made for the whole time of employment in said month at a rate based upon the average price of electrolytic copper for the first fifteen days of the calendar month of settlement.

"8. Should the authority used in ascertaining the market price of copper appear to either party to this agreement to be false or wrong at any time, then either party shall have the right to request that a representative be appointed by each party, and those two persons to appoint a third, a majority of whom shall decide on the method or means to be used in arriving at the correct market price of copper for purposes of this agreement.

"This agreement shall remain in full force and effect for a period of five (5) years from and after April 1st, 1907, and thereafter until thirty days' notice shall be given by either party of his desire to terminate the agreement."

[a] Data were also secured from 5 youths 14 but less than 18 years of age. Of these, 3 earned $3 but less than $3.50 per day, and 2 $3.50 but less than $4 per day.

TABLE 17.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.				
		$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	658	0.0	0.3	4.9	74.2	20.7
Native-born of foreign father, by country of birth of father	1,037	.0	.0	6.6	73.5	20.0
Total native-born	1,695	.0	.1	5.9	73.7	20.2
Foreign-born, by race:						
Canadian, French	46	.0	.0	2.2	82.6	15.2
Canadian, Other	252	.0	.0	2.8	68.7	28.6
Croatian	101	.0	.0	1.0	90.1	8.9
Dalmatian	95	.0	.0	.0	100.0	.0
English	1,047	.0	.0	3.3	81.7	15.0
Finnish	255	.0	.0	1.6	91.0	7.5
German	64	.0	.0	6.3	82.8	10.9
Herzegovinian	66	.0	.0	.0	100.0	.0
Irish	900	.1	.2	1.8	90.1	7.8
Italian, North	206	.5	.0	2.4	92.2	4.9
Montenegrin	69	.0	.0	2.9	95.7	1.4
Norwegian	59	.0	.0	6.8	78.0	15.3
Scotch	47	.0	.0	6.4	76.6	17.0
Servian	15	.0	.0	.0	100.0	.0
Slovenian	72	.0	.0	.0	95.8	4.2
Swedish	88	.0	.0	2.3	76.1	21.6
Welsh	52	.0	.0	.0	80.8	19.2
Austrian (race not specified)	20	.0	.0	.0	100.0	.0
Other races[b]	64	.0	.0	6.3	84.4	9.4
Total foreign-born	3,578	.1	.1	2.5	85.9	11.5
Grand total	5,273	.0	.1	3.6	82.0	14.3

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or time lost from shutdowns or other causes.

[b] Includes races with less than 15 representatives.

It will be noted that a smaller percentage, less than 0.2 of 1 per cent of the grand total, earned less than $3 per day. This percentage apparently includes a few employees who, though partially incapacitated by physical infirmities of one kind or another, were still retained as employees at less than the regular wages. The principal group of the table is that for earnings of $3.50 but under $4. It includes 82 per cent of the grand total. The second largest group, that for earnings of $4 or over, includes 14.3 per cent of the grand total. Hence, all told, 96.3 per cent of all employees earned $3.50 per day or more.

If the total native-born and the total foreign-born are compared, it will be found that the former have a larger percentage earning wages higher than those received by the largest group ($3.50 but under $4) and a larger percentage earning wages lower than these, but a smaller percentage in this group. It is impossible, however, because of the considerable range of the wages paid above $4 per day, to draw accurate conclusions from the data presented in the table as to the difference in the earnings of the native-born and the foreign-born, but from previous discussions of occupational distribution and the wages paid in different occupations it would appear that the native-born would average somewhat higher earnings than the foreign-born.

As between the two classes of native-born, very little difference in the rate of earnings appears in the table. Among the foreign-born the largest percentages in the group for the highest earnings, those of $4 or over, are those of the Canadians other than French, with 28.6 per cent, and the Swedish, with 21.6 per cent. These percentages, it will be noted, are slightly higher than the corresponding percentages of the native-born. The English, Scotch, Norwegians, and Germans, particularly the last named, on the other hand, have percentages in this group which, though higher than those of the races from the south and east of Europe, are considerably lower than those of the native-born. The Irish, it is interesting to note, are represented in this group by a slightly lower percentage than the Croatians.

The largest wage group, the group for workmen earning $3.50 but under $4, includes 68 per cent or more of the representatives of every race enumerated in the table, and 100 per cent of the Dalmatians, Herzegovinians and Servians. Every representative of the three races named, it will be remembered, was employed either as a miner or general laborer, occupations for which the rate of pay rarely rises above $4 per day. Among other races, those with percentages of 90 or over in the $3.50 but under $4 wage group, are the Croatians, Finns, Irish, North Italians, Montenegrins, and Slovenians. In the group for laborers earning $3 but less than $3.50 per day, the highest percentages are those of the native-born, the Germans, Norwegians, and Scotch.

These differences in the earnings of the various races are almost entirely due to differences in their occupational distribution.[a] This fact is clearly shown by a comparison of the earnings table with the occupation table in the previous section.

ECOMOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages are paid monthly in checks which are cashed without discount at the local banks. The company operates no boarding or lodging houses, and owns only a few dwelling houses which it received as incidental to a tract of land purchased. These houses are so poorly built that they rent at less than the rate usual in the community, and the company is disposing of them as fast as possible. The only company enterprise open to the patronage of the public is a hardware and mining machinery store. This, however, is maintained primarily as a depot of supplies for the mines operated by the company, and the profits arising from the sale of goods to outsiders are a secondary consideration.

The only compulsory deduction from wages is that of $1 per month for the hospital fee. The service rendered in return for this fee includes a maximum of four months' treatment at one of the local hospitals in case of accident or of sickness (except that arising from venereal diseases) and such additional treatment and medicines as may be necessary to insure recovery.

Data as to the frequency and character of accidents were obtained from the biennial report of the inspector of mines for the State of Montana for 1907-8. The number and cause of fatal and nonfatal accidents during the years covered by the report are shown in the table following.

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[a] Some miners are employed at contract work and differences in their earnings are accounted for by differences in individual efficiency. All contract miners, however, are guaranteed the minimum wage paid to miners employed on a time basis.

TABLE 18.—*Number and cause or nature of fatal and nonfatal accidents in 1907 and 1908.*[a]

[Compiled from pp. 34 to 36, op. cit.]

Cause or nature of accident.	1907.		1908.	
	Fatal.	Nonfatal.	Fatal.	Nonfatal.
Explosives	7	2	3	4
Fall of rock or cave-in of ground	13	11	6	6
Caught by cage in shaft	4	2	3	....
Fell in ore chutes	6	4	1	1
Fell in manways	2	1	....	....
Fell in shafts	4	1	3	1
Fell through floor in stope	1	....	....	....
Fell in raise	....	....	2	....
Suffocated by gas	3	....	1	....
Explosion of gas	....	....	....	4
Defective engines	1	....	....	....
Struck by ore car in mine	1	....	1	....
Struck by falling timber	....	....	1	1
Total	42	21	21	17

All of the accidents enumerated in the table occurred underground. The most prolific cause was falls of rock or earth, which resulted in the deaths of 13 men in 1907 and 6 in 1908, and the serious injury of 11 men in the former year and 6 in the latter. The second most frequent source of accidents was the use of explosives, and the third, falls in underground passage ways and shafts.

The proportion of fatal accidents per 1,000 men employed in the years 1893 to 1908, inclusive, is shown in the table next presented.

TABLE 19.—*Number of fatal and nonfatal accidents and proportion of fatal accidents per 1,000 men employed, by years.*[a]

Year.	Men employed.	Fatal accidents.	Nonfatal accidents.	Proportion of fatal accidents per 1,000 men employed.
1893	6,312	29	4	4.59
1894	7,082	27	19	3.81
1895	8,758	41	18	4.68
1896	7,727	64	21	8.28
1897	9,825	52	20	5.29
1898	11.096	48	29	4.33
1899	12,316	49	22	3.98
1900	13,396	47	35	3.51
1901	12,078	35	33	2.89
1902	13,784	47	45	3.41
1903	14,175	39	50	2.75
1904	14,480	41	55	2.83
1905	14,680	48	41	3.27
1906	15,000	52	43	3.47
1907	15,500	42	21	2.71
1908	14.500	21	17	1.45

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[a] From the report of the inspector of mines in Montana, op. cit. p. 36. The proportion of fatal accidents per 1,000 men was wrongly stated in statistics for some of the years, however, and the necessary corrections have been embodied in this table.

Although the number of fatal accidents per 1,000 men employed has naturally varied considerably from year to year since 1897, it has shown a tendency to decrease, and the proportions for the years 1907 and 1908 are the lowest recorded. It is obvious, therefore, that the recent introduction of south and east European laborers has not actually increased the proportion of fatal accidents, although it may have increased the liability to such accidents and rendered greater precautionary measures necessary.

RELATIONS BETWEEN THE RACES EMPLOYED.

At work men of different races are never purposely segregated, except where working in pairs. Such race segregation as is found among gangs of laborers is due entirely to the occupational distribution of certain races. As regards boarding and lodging houses, separate establishments are commonly maintained for "American" laborers on the one hand and south and east Europeans on the other. Among the latter the segregation is carried still further, because some of the Austrian races have more or less friction with the North Italians, and none of the other races will associate with the Montenegrins, who seem to be social outcasts.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

If native-born and north European laborers could be secured for all occupations at the prevailing wages, they would undoubtedly be preferred to the exclusion of the other races now employed. As things are, the native-born, the English, and the Irish are considered equally desirable for the supervisory and mechanical positions, while the various Austrian races and the North Italians meet with equal favor as common laborers. The chief adverse criticisms are those passed on the Montenegrins, who are considered undesirable because of their alleged surliness and the difficulty of maintaining discipline among them.

CHAPTER IV.

METALLIFEROUS MINING IN ARIZONA.

[For General Tables see pp. 564 to 574.]

INTRODUCTION.

Owing to the suspension of the field work of the Commission, the special agent was unable to make a personal investigation of the mines considered in this chapter. For this reason the sections on race changes, relations of the races employed, and employers' opinions of the races employed, are omitted. The collection of data from individual employees was arranged for, however, and the following sections are based on information thus secured from 2,307 persons employed by two companies operating copper mines in the Bisbee and the Clifton-Morenci-Metcalf districts, respectively.

RACES EMPLOYED.

More than three-fifths of the employees from whom data were collected were foreign-born and two-fifths of the latter were Mexicans. Nearly half of the immigrants employed had migrated to the United States within the past five years and seven-tenths had come within the past ten years. Less than half of all employees were married, and of the married immigrants not quite three-fifths had their families in the United States. Only one-fourth of the immigrants of non-English-speaking races had learned to speak English and still smaller proportions could read and write the language. As to political condition, less than one-fourth of the immigrants who had resided in the United States five years or more and who were 21 years of age or over at the time of coming had become citizens.

Of the 2,307 employees from whom data were collected, 1,457, or 63.2 per cent, were foreign-born, 646, or 28 per cent, were native-born whites of native father, and 204, or 8.8 per cent, were native-born of foreign father. The largest element among the foreign-born was the Mexicans, who constituted 609 or 41.8 per cent of the total of 1,457 immigrants. The foreign races next in numerical importance were the English with 280 representatives, or 19.2 per cent of the total, and the North Italians with 161 representatives, or 11.1 per cent of the total. The remainder included representatives of some 30 races, all but 3 of which, the French Canadian, the Canadian other than French, and the West Indian, were European. Among the 204 native-born of foreign father the races most conspicuous were the Irish-Americans with 54 representatives, the English-Americans with 42, and the German-Americans with 34. The Mexican-Americans numbered only 15.

Data as to the years of residence in the United States of the foreign-born are shown in the table first presented.

TABLE 20.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Canadian (other than French)	53	17	6	7	4	19
English	280	152	39	19	18	52
Finnish	19	5	5	1	2	6
German	49	10	11	2	5	21
Irish	91	29	11	6	8	37
Italian, North	161	112	25	11	5	8
Italian, South	22	7	6	3	3	3
Mexican	609	322	181	50	24	32
Scotch	19	6	1	3	3	6
Spanish	22	21	1	....	....	....
Swedish	28	2	7	2	3	14
Welsh	17	4	2	....	4	7
Other races[a]	87	27	16	10	7	27
Total	1,457	714	311	114	86	232

[a] Includes races with less than 15 representatives.

Of the 1,457 foreign-born employees, 714, or 49 per cent, had migrated to the United States within the past five years, and 1,025, or 70.4 per cent, had come within the past ten years. Of the 432 who had resided in the United States for ten years or longer, 232, or 15.9 per cent of the total foreign-born, had come more than twenty years previous to the time of the investigation. The large percentage of immigrants of less than five years' residence is due to the fact that 322 of 609 Mexicans, 152 of 280 English, and 112 of 161 North Italians had come to the United States within the past five years. Similarly the large percentage of immigrants of less than ten years' residence is due to the large numbers of the Mexicans, English, and North Italians who had come to the United States within the past ten years. In the remaining year groups of the table, those for residence of ten years or more, the North Italians become relatively unimportant, the Mexicans become relatively less important, and only the English retain their proportionate share of the total count. In the group for residence of twenty years or over another race becomes conspicuous. This is the Irish, 37 of whose 91 representatives are found in this group.

Of the total of 2,307 employees reporting personal data, 2,301 reported as to their conjugal condition. Of this number 1,102 were married as against 1,134 who were single and 65 who were widowed. These data are presented by races and racial groups in the table following.

TABLE 21.—*Conjugal condition of male employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father, White	646	301	318	27
Native-born of foreign father	202	108	89	5
Total native-born	848	409	407	32
Foreign-born by race:				
Canadian (other than French)	53	28	22	3
English	280	131	140	9
Finnish	19	10	9	....
German	49	26	21	2
Irish	91	52	37	2
Italian, North	100	83	74	3
Italian, South	22	10	12	....
Mexican	606	297	299	10
Scotch	19	8	11	....
Spanish	22	9	13	....
Swedish	28	16	12	....
Welsh	17	9	8	....
Other races [a]	87	46	37	4
Total foreign-born	1,453	725	695	33
Grand total	2,301	1,134	1,102	65

[a] Includes all races with less than 15 representatives.

Both the native-born and the foreign-born reported slightly less than one-half of their number as married. Of the native-born, those of native father reported a larger proportion as married than did those of foreign father. Among the foreign-born exactly one-half of the English and more than one-half of the South Italians, Scotch, and Spaniards were married, while somewhat more than half of the representatives of the remaining races were single. Of the 695 married immigrants, 691 reported the location of their wives—402 as in the United States and 289 as abroad. Among the latter number were 56 of 73 North Italians, 145 of 298 Mexicans, and 12 of 13 Spaniards. The great majority of the North Italians and Spaniards, and more than half of the Mexicans, it will be remembered, had resided in the United States less than five years.

The ability of the immigrants of non-English-speaking races to speak, read, and write English is shown in the following table:

TABLE 22.—*Number of foreign-born male employees who speak, read, and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		
		Speak English.	Read English.	Read and write English.
Finnish	19	15	13	9
German	49	46	40	37
Italian, North	161	42	33	24
Italian, South	22	9	6	4
Mexican	609	20	15	13
Spanish	22	2	3	2
Swedish	28	27	27	27
Other races [a]	87	84	66	60
Total	997	245	203	176

[a] Includes all races with less than 15 representatives.

Of the 997 employees reporting complete data, only 245 could speak English. This low proportion is controlled chiefly by the Mexicans, who reported only 20 of 609 as able to speak English. Of the races less prominently employed, the North Italians and the Spaniards show the lowest proportions able to speak English, that of the former being 42 of 161 and that of the latter only 2 of 22.

Of the immigrants who had resided in the United States for five years or more and who were 21 years of age or over at the time of coming, 339 reported complete data as to their political status. Of this number only 75, or 22.1 per cent, had become citizens; 56, or 16.5 per cent more had secured their first papers; and 208, or 61.4 per cent, were still aliens. The large number of aliens is explained by the fact that none of the 138 Mexicans who were 21 years of age or over at time of coming and had been in this country five years or over, had secured even their first naturalization papers. Mexican immigrants to the United States rarely become naturalized. This is partly because of indifference to political matters and partly because many of them expect to return to Mexico.

OCCUPATIONS OF THE RACES EMPLOYED.

Nearly all of the foremen, engineers, and mechanics were native-born or immigrants from the north of Europe.[a] The Mexicans and Italians, therefore, were found to be employed almost altogether as miners and general laborers. This is shown in the table following.

TABLE 23.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were— Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	626	29	90	507
Native-born of foreign father	198	3	26	169
Total native-born	824	32	116	676
Foreign-born, by race:				
Canadian (other than French)	53	3	11	39
English	279	9	9	261
Finnish	19	1	....	18
German	49	....	5	44
Irish	91	1	1	89
Italian, North	159	2	....	157
Italian, South	22	....	....	22
Mexican	598	2	9	587
Scotch	19	2	....	17
Spanish	22	....	....	22
Swedish	28	1	2	25
Welsh	17	....	....	17
Other races[b]	86	2	3	81
Total foreign-born	1,442	23	40	1,379
Grand total	2,266	55	156	2,055

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[a] In this chapter the terms "north European," "south European," and "east European" include the following races represented at the mines investigated in Arizona:

North European.—Danish, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, Welsh.

South European.—Greek; Italian, North; Italian, South; Portuguese; Spanish.

East European.—Bosnian, Croatian, Dalmatian, Lithuanian, Magyar, Polish, Russian, Ruthenian, Servian, Slovenian.

[b] Includes all races with less than 15 representatives.

Of the 55 foremen, 32 were native-born and 23 foreign-born. More than half, 29 of 55, were native-born of native father, while only 3 were native-born of foreign father. Among the foreign-born the largest number of foremen reported for any one race is 9, the number reported for the English. Only 2 of 159 North Italians and 2 of 598 Mexicans were foremen, and these men were employed in that capacity largely because of their value as interpreters. Of the 156 engineers and mechanics, 116 were native-born and 40 were foreign-born. The majority of the members of this occupation group, as of the group of foremen, were native-born of native father, numbering 90 as against 26 of those of foreign father, and 11 of the Canadians other than French who reported the largest number of engineers and mechanics among the foreign-born races. Of the 2,055 miners and general laborers, 676 were native-born and 1,379 foreign-born. The largest numbers were furnished by the native-born of native father with 507 representatives, the Mexicans with 587, the English with 261, and the North Italians with 157.

The percentage of the total number of each race in each occupation group is next presented.

TABLE 24.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	626	4.6	14.4	81.0
Native-born of foreign father	198	1.5	13.1	85.4
Total native-born	824	3.9	14.1	82.0
Foreign-born, by race:				
Canadian (other than French)	53	5.7	20.8	73.6
English	279	3.2	3.2	93.5
Finnish	19	5.5	.0	94.5
German	49	.0	10.2	89.8
Irish	91	1.1	1.1	97.8
Italian, North	159	1.3	.0	98.7
Italian, South	22	.0	.0	100.0
Mexican	598	.3	1.5	98.2
Scotch	19	10.5	.0	89.5
Spanish	22	.0	.0	100.0
Swedish	28	3.6	7.1	89.3
Welsh	17	.0	.0	100.0
Other races [a]	86	2.3	3.5	94.2
Total foreign-born	1,442	1.6	2.8	95.6
Grand total	2,266	2.4	6.9	90.7

[a] Includes races with less than 15 representatives

As indicated by the foregoing discussion, much larger percentages of the native-born than of the foreign-born were employed as foremen, engineers, and mechanics. The percentage of the native-born employed as foremen is 3.9, as against 1.6 per cent of the foreign-born. In the next group the difference is much greater, 14.1 per cent of the native-born being employed as engineers and mechanics, while only 2.8 per cent of the foreign-born were so employed. Of the two divisions of the native-born, those of native father reported 4.6 per cent of their number employed as foremen and 14.4 per cent employed as engineers and mechanics while those of foreign father reported 1.5 per cent of their number employed as foremen and 13.1 per cent as engineers and mechanics.

None of the foreign-born races enumerated, except the Canadians other than French, show an occupational distribution at all similar to that of the native-born, and the Canadians reported larger percentages in the groups of foremen and engineers and mechanics than even the native-born of native father. The percentage of each race in the group of miners and general laborers varies inversely, of course, with the proportion employed as foremen, engineers, and mechanics. The South Italians, the Spaniards, and the Welsh reported 100 per cent of their number as being miners and general laborers. The North Italians reported 98.7 per cent and the Mexicans 98.2 per cent of their number in this occupation group. Corresponding percentages for other races are 81 for the native-born of native father, 85.4 for the native-born of foreign father, 93.5 for the English, and 97.8 for the Irish. The lowest percentage reported is that of the Canadians other than French, which is only 73.6. In the group of miners and general laborers there exist certain important occupational differences which are not shown in the foregoing table. The occupations included in this group vary greatly as to the amount of skill, experience, intelligence, and responsibility required, as will be seen when the work of a miner or timberman is compared with that of a surface laborer. As a rule the higher grade work is given to the native-born and north Europeans, while the Mexicans and Italians are usually employed at the simplest unskilled labor, or if employed at other work, are employed for lower wages than those paid their American and north European competitors.[a] Mexican laborers have become, as has been said, "the scavengers of the mining industry, picking up the positions left vacant by other classes of workers and supplanting the least skilled and reliable Europeans."[b] The fact that the Mexicans are employed along with so-called "white" laborers "without either supplanting the other entirely" is explained by "an equilibrium of competitive conditions, due to the general scarcity of labor, the extensive development now [1908] occurring, and the easy adjustment of the wage of the Mexican to his true worth."[c]

HOURS AND EARNINGS OF LABOR.

The hours of labor at the mines investigated for miners and general laborers employed underground were in accordance with statute law, eight per day. The work day of mechanics varied from eight to nine hours, the nine-hour day being most common.

The wages paid ranged from $1.25 per day, the lowest rate paid Mexicans, Mexican-Americans, and North Italians employed as surface laborers, to more than $7 per day, paid some of the foremen. General laborers were paid from $1.25 to $4 per day. The great majority of the native-born and the north Europeans in this group received $3.50 per day, but most of the Mexicans and North Italians received much less. Miners were paid from $1.50 to $5.25 per day. In one district where most of the miners were native-born or north Europeans, the usual wage for all races was $3.50 per day.[d] In the second district, where a large number of Mexicans and North Italians were employed as miners, the wages received by these men varied from $2 to $2.75, with $2.25 as the most common rate. Mechanics in both districts were paid from $3.50 to $5.25 per day. Carpenters as a rule were paid $4 or $4.50, though some received $5; blacksmiths were paid from $3.50 to $4.75, the latter being the usual rate; pipefitters were paid $3.50 and machinists $4.50. The wages paid foremen ranged from $2 to $7 and over per day. The lower rate named is that paid a Mexican-American "ore-sorting boss." The higher rate was paid several mine foremen and, in one case, the foreman of the carpenters.

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[a] This point will be discussed in the next section.

[b] "Mexican Labor in the United States," in Bulletin 78 of the Bureau of Labor, p. 485.

[c] "Mexican Labor in the United States," op. cit., p. 486.

[d] A few Mexicans and North Italians received this wage.

Discrimination was exercised against the Mexicans and the North Italians in the payment of wages in the district in which the members of these races constituted but a minor part of the labor force (exception must be made for the few miners of these races employed at the prevailing rate of $3.50 per day) as well as in the district in which the great majority of their number were employed. In the first district nearly all of the native-born and north European miners and general laborers received $3.50 or more per day. None of the north Europeans and but few of the native-born received less than $2.50 per day. For the few native-born receiving less than this amount, "$1.75 but under $2" were the lowest rates reported. Nearly all of the Mexicans from whom data were collected in this district, on the other hand, were paid only $1.50 per day. These men, 38 in number, were employed as surface laborers. Surface laborers usually receive the lowest wage paid at a mine, but only racial discrimination can explain the great differences that existed in this district between the wages of these Mexican surface laborers and those of native-born and north European employees engaged in other kinds of common labor. The Mexicans worked ten hours for $1.50, while native-born and north Europeans employed underground as muckers and shovelers worked only eight hours, for which, as a rule, they received $3.50. The comparatively low wages paid Mexican and North Italian miners in the second district have already been mentioned. Correspondingly low wages were paid to general laborers of these races, as well as to the few Spaniards and South Italians employed with them, and these wages were lower than those paid native-born and North Europeans engaged in the same or similar occupations.

The table following shows the percentage of each race of numerical importance earning each specified amount per day.

Table 25.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.							
		$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	641	0.0	0.0	0.8	1.7	1.7	2.0	71.9	21.8
Native-born of foreign father, by country of birth of father	199	.0	.0	1.0	4.0	2.5	1.5	72.4	18.6
Total native-born	840	.0	.0	.8	2.3	1.9	1.9	72.0	21.1
Foreign-born, by race:									
Canadian, other than French	53	.0	.0	.0	.0	.0	3.8	71.7	24.5
English	279	.0	.0	.0	.0	1.1	3.9	87.8	7.2
Finnish	19	.0	.0	.0	.0	.0	.0	89.5	10.5
German	49	.0	.0	.0	.0	2.0	2.0	83.7	12.2
Irish	91	.0	.0	.0	.0	2.2	1.1	94.5	2.2
Italian, North	160	1.3	1.3	5.0	53.8	23.8	2.5	11.9	.6
Italian, South	22	.0	.0	9.1	63.6	13.6	4.5	9.1	.0
Mexican	595	.0	6.9	44.0	42.4	5.5	.3	.7	.2
Scotch	19	.0	.0	.0	.0	.0	5.3	73.7	21.1
Spanish	22	18.2	.0	36.4	40.9	.0	.0	4.5	.0
Swedish	28	.0	.0	.0	.0	.0	.0	71.4	28.6
Welsh	17	.0	.0	.0	.0	.0	.0	94.1	5.9
Other races	87	.0	.0	.0	.0	2.3	1.1	87.4	9.2
Total foreign-born	1,441	.4	3.0	19.4	25.1	5.7	1.7	40.2	4.6
Grand total	2,281	.3	1.9	12.6	16.7	4.3	1.8	51.9	10.7

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Data were also secured from 26 youths 14 but less than 18 years of age, of whom 2 earned $1.25 but under $1.50; 7, $1.50 but under $1.75; 10, $1.75 but under $2; 4, $2.50 but under $3; 2, $3.50 but under $4; and 1, $4 and over.

The principal wage group in the table is that of employees earning $3.50 but under $4. This group includes 72 per cent of the native-born and 40.2 per cent of the foreign-born. The native-born reported earnings considerably higher than those of the foreign-born. This is shown by the fact that 21.1 per cent of their number earned $4 per day or over, and only 6.9 per cent less than $3.50, while only 4.6 per cent of the foreign-born earned $4 or over, and 55.3 per cent earned less than $3.50.

Of the two divisions of the native-born, those of native father show slightly higher percentages in the wage groups for higher earnings than do those of foreign father.

The great difference between the earnings of the native-born and those of the foreign-born is due to the low earnings of the Mexicans and the North Italians. No employee of any other foreign-born race group, except the numerically unimportant South Italian and Spanish groups earned less than $2.50 per day, while the average rate of the earnings of the north Europeans taken alone, although somewhat less than that of the earnings of the native-born, is very much higher than that of the earnings of the Mexicans and the North Italians. This is apparent when the last named races are compared with the English, numerically the most conspicuous of the north European races employed. The English, it will be noted, are largely concentrated in the $3.50 but under $4 wage group, which comprises 87.8 per cent of their number. The North Italians, on the other hand, reported only 11.9 per cent of their number as earning $3.50 but under $4. Only six-tenths of 1 per cent of them earned more than $4, and their principal wage group is that for earnings of $2 but under $2.50, earnings lower than those reported by any of the English or members of other north European races. This group includes 53.8 per cent of the North Italians. The Mexicans reported even lower earnings than those of the North Italians. Their principal wage group is that for earnings of $1.75 but under $2, in which are found 44 per cent of their number. Including 6.9 per cent receiving $1.50 but under $1.75, 50.9 per cent of the Mexicans received less than $2 per day as against 7.6 per cent of the North Italians. In the wage group for earnings of $2 but under $2.50, 42.4 per cent of the Mexicans are found. All told, 93.3 per cent of the representatives of this race earned less than $2.50 per day. This fact is in sharp contrast with the fact, already commented upon, that all of the north Europeans and all but 3.1 per cent of the native-born earned $2.50 or more per day, and the further fact that more than nine-tenths of the representatives of these races earned $3.50 or more per day.

CHAPTER V.

METALLIFEROUS MINING IN CALIFORNIA.

[For General Tables see pp. 574 to 579.]

INTRODUCTION.

Data were secured from two gold mines located at Jackson, Amador County, and from 473 of their employees. Because of the unexpected suspension of the investigation the agents of the Commission were unable to collect data from the mines of other localities, as had been planned. The two mines investigated are typical of those of one locality, but they are not typical of the mines of the State as a whole.

RACES EMPLOYED.

At the mines investigated in California, as at those investigated in Colorado and Montana, the employees are chosen as needed by foremen from applicants at the place of work, such discrimination as is exercised being individual rather than racial. At the time of the visit of the agent of the Commission in October, 1908, a local branch of the Western Federation of Miners, organized in September, 1902, was still in existence, but only a small proportion of the "Americans"[a] belonged to it, the majority of its members being Austrians.

Four-fifths of the employees from whom data were obtained were foreign-born, chiefly of south or east European races, and of these three-fifths had come to the United States within the past five years. Only two-fifths of the men were married, and of the married immigrants more than half reported their wives as living abroad. As to the use of English, three-tenths of the employees spoke English as their native tongue, but of the foreign-born of non-English-speaking races less than half had learned to speak the language. In spite of this fact, however, data as to the political status of these immigrants indicate that the majority of them had come to the United States as permanent residents, for more than one-third of all foreign-born employees had secured their second naturalization papers, and another third had their first papers.

Of the total of 473 employees reporting data, 87 were native-born and 386 were foreign-born. Of the native-born, 36 were sons of native fathers and 51 of foreign fathers, the most conspicuous among the latter being 16 English-Americans, 11 Irish-Americans, and 11 Italian-Americans. Among the foreign-born, the races numerically most prominent were the North Italians with 171 representatives, the Herzegovinians with 65, and the English with 53. The Spanish were represented by 26 employees and the Dalmatians by 25.

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[a] Native-born and Americanized European laborers.

All of the 386 foreign-born employees reported complete data as to years of residence in the United States. These data are presented in the following table:

TABLE 26.—*Number of foreign-born male employees who have been in the United States each specified number of years, by race, 1908.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Dalmatian	25	12	4		6	3
English	53	8	10	6	8	21
Herzegovinian	65	51	12		1	1
Italian, North	171	101	47	10	4	9
Italian, South	19	11	7		1	
Montenegrin	18	14	4			
Spanish	26	24	2			
Other races[a]	9	2	4		1	2
Total	386	223	90	16	21	36

[a] Includes all races with less than 15 representatives.

The largest group, it will be noted, is that for residents of less than five years. This group includes 223 of 386, or 57.8 per cent of the total number of immigrants. Only 73 of the remainder (or 18.9 per cent of the total) had resided in the United States for ten years or more, and all but 15 of the 73 were members of the English or the North Italian races. The English show the longest period of residence, with 21 of 53 representatives reporting a residence of twenty years or more and 35 reporting a residence of ten years or more. The most recent immigrants, as indicated by the table, are the Spanish and the Montenegrins, all of whom had migrated to the United States within the past ten years.

Of the total of 473 employees from whom data were collected, only 180 reported themselves as married. This low proportion of married men is due chiefly to the fact that many of the foreign-born were recent immigrants and still under 30 years of age. Details as to the conjugal condition of these laborers are presented in the table following.

TABLE 27.—*Conjugal condition of male employees, by general nativity and race, 1908.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father, White	36	13	22	1
Native-born of foreign father	51	31	20	
Total native-born	87	44	42	1
Foreign-born, by race:				
Dalmatian	25	17	7	1
English	53	17	36	
Herzegovinian	65	59	6	
Italian, North	171	98	71	2
Italian, South	19	14	5	
Montenegrin	18	16	2	
Spanish	26	20	6	
Other races[a]	9	3	5	1
Total foreign-born	386	244	138	4
Grand total	473	288	180	5

[a] Includes all races with less than 15 representatives.

A somewhat larger proportion of the native-born than of the foreign-born were married, the proportions being 42 of 87 of the former (or 48.3 per cent) and 138 of 386 of the latter (or 35.8 per cent). Of the two classes of native-born, the proportion of married is much higher among those of native father than among those of foreign father. In fact this proportion is exceeded only by that of the English, of whom two-thirds were married. In suggestive contrast with the English and the native-born of native father stand the Herzegovinians and the Montenegrins. Of the Herzegovinians only 6 of 65 were married, and of the Montenegrins only 2 of 18.

Of the 138 married immigrants, 137 reported the location of their wives, 63 as in the United States and 74 as abroad. All races enumerated in the foregoing table, except the English, reported a majority of the wives as living abroad. The English reported 31 of 36 wives as living in the United States. The North Italians reported the wives of 25 of their number as living in the United States, but those of 45 as living abroad. The situation thus outlined is one to be expected in view of the large proportion of the immigrant laborers considered in this report who have resided in the United States for less than five years.

As regards ability to use English, 142 of the 473 employees considered in this chapter spoke the language as their native tongue. Of the 331 immigrants of non-English-speaking races, 148, or less than half, had learned to speak the language, and only 51 could read and only 38 both read and write it. This is shown in the table following.

TABLE 28.—*Ability of foreign-born male employees to speak, read, and write English, by race, 1908.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Speak English.	Read English.	Read and write English.
Dalmatian	25	16	9	8
Herzegovinian	65	32	11	8
Italian, North	171	78	23	19
Italian, South	19	5	2	1
Montenegrin	18	6	2	....
Spanish	26	5	2	....
Other races [a]	7	6	2	2
Total	331	148	51	38

[a] Includes races with less than 15 representatives.

The largest proportion of the representatives of any race reporting ability to speak English is that of the Dalmatians, of whom 16 of 25 could speak the language. The smallest is that of the Spanish, which is only 5 of 26. Few of the immigrants of any race could read or write English, a fact which is significant as regards the degree of facility in the use of the spoken language.

Of the foreign-born employees who had been in the United States five years or longer and who were 21 years of age or over at the time of coming, 93 reported their political status. Of these, 33 had their second naturalization papers, 31 had their first papers, and 29 were still aliens. Most conspicuous among the last named were 18 of 43 North Italians who afford a sharp contrast with the 23 English, none of whom were aliens.

RACE CHANGES.

The race history of the mines investigated was ascertained for a period of some twenty-five years. The employees of both mines at the opening of this period were mainly Irish, with a few English, Germans, and Italians forming the remainder of the labor force. Race changes during this period have consisted largely in the gradual withdrawal of the Irish, the increase of the English and "Americans" followed in turn by their gradual withdrawal and the replacement of these earlier laborers by recent immigrants from the South and East of Europe.[a] The withdrawal of the Irish, English, and Americans was due chiefly to the attraction of higher wages which prevailed in newer mining camps in Nevada, Arizona, and Montana, and to the increasing opportunities to secure more remunerative or more congenial employment in the locality of the mines or in the larger cities of the State.

Although labor troubles in the form of strikes have not been of great consequence in causing race changes, one exception of at least temporary importance should be noted. This is a strike of the Italians employed at one of the mines in 1906, the purpose of which was to compel the company to apply safety clutches (which it had on hand) to the skips. The result of the strike was that some 60 or 70 Italians were discharged, their places filled by Slavs, and the safety clutches applied a few weeks later.

OCCUPATIONS OF THE RACES EMPLOYED.

All of the foremen and most of the engineers and mechanics at the two mines investigated were either native-born or English. Only one-fourth of the miners and general laborers, on the other hand, were members of these races, the great majority being immigrants from Austria-Hungary and Italy, with a small number from Spain and Montenegro. These facts are shown in the table following.

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[a] In this chapter the terms north European, south European, and east European include the following races represented at the mines investigated in California:
North European: English, French, German, and Irish.
South European: Italian, North; Italian, South; and Spanish.
East European: Dalmatian, Herzegovinian, Montenegrin, and Slovenian.

TABLE 29.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1908.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	36	2	8	26
Native-born of foreign father	51	4	9	38
Total native-born	87	6	17	64
Foreign-born, by race:				
Dalmatian	25	....	....	25
English	53	4	3	46
Herzegovinian	65	....	....	65
Italian, North	171	....	4	167
Italian, South	19	....	1	18
Montenegrin	18	....	....	18
Spanish	26	....	....	26
Other races[a]	9	....	1	8
Total foreign-born	386	4	9	373
Grand total	473	10	26	437

[a] Includes all races with less than 15 representatives.

Of the 10 foremen, 6 were native-born and 4 were English. Of the 26 engineers and mechanics, 17 were native-born, 3 were English, 4 North Italians, 1 South Italian, and 1 race unspecified. Among the 437 miners and general laborers, on the other hand, were only 64 native-born and 46 English. The greatest number of any one race in this group was 167 of the North Italians. The Dalmatians, Herzegovinians, Montenegrins, and Spanish are entirely confined to this group and the North and South Italians are represented elsewhere only by a few engineers and mechanics.

Reduced to percentages of the total number of employees of each race, the occupational distribution was as follows:

TABLE 30.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1908.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	Miners and general laborers.
Native-born of native father, White	36	5.6	22.2	72.2
Native-born of foreign father	51	7.8	17.6	74.5
Total native-born	87	6.9	19.5	73.6
Foreign-born, by race:				
Dalmatian	25	.0	.0	100.0
English	53	7.5	5.7	86.7
Herzegovinian	65	.0	.0	100.0
Italian, North	171	.0	2.3	[illegible]
Italian, South	19	.0	5.3	[illegible]
Montenegrin	18	.0	.0	100.0
Spanish	26	.0	.0	100.0
Other races	9	.0	11.1	88.9
Total foreign-born	386	1.0	2.3	96.6
Grand total	473	2.1	5.5	92.4

The percentages employed as foremen and engineers and mechanics are much greater among the native-born than among the foreign-born, as would be expected in the light of the foregoing discussion. On the other hand, the percentage of native-born (73.6) employed as miners and general laborers is much less than the percentage of the foreign-born (96.6) employed in the same capacity.

As between the two classes of native-born, those of native father show a larger percentage than those of foreign father among the engineers and mechanics, but smaller percentages among the foremen and the miners and general laborers.

Among the foreign-born, as indicated above, the English are the only race represented in the group of foremen. In this group, their percentage (7.5) is greater than that of the native-born of native father (5.6) and almost equal to that of the native-born of foreign father (7.8). In the next group—that of mechanics and engineers—the percentage of the English (5.7) falls much below that of either of the two classes of native-born, whose percentages are 22.2 and 17.6, respectively. The English are concentrated largely in the group of miners and general laborers. None of the other foreign-born races enumerated even remotely approach the occupational distribution of the native-born and the English. All except the two Italian races are represented only in the group of miners and general laborers.

The explanation of the contrast between the occupational progress shown by the native-born and the English and that shown by the south and east Europeans is to be sought in several facts. (1) Most of the English miners were experienced miners when they came to the mines investigated, while few of the immigrants from the south and east of Europe had had any experience in the industry; (2) most of the native-born and English engineers and mechanics had learned their trades before coming to the mines investigated; (3) the native-born and the English were, as a rule, older men[a] who had been employed in the mines investigated, as indicated in a previous section, for a greater length of time than the south and east Europeans, and were consequently better fitted both by age and local experience than the latter for the more responsible positions in the labor force.

HOURS AND EARNINGS OF LABOR.

Although some of the employees of the mines investigated were organized in a local branch of the Western Federation of Miners, this branch was not strong enough at the time of the investigation to enforce the union scale of wages and hours. Hours of work, accordingly, varied considerably from occupation to occupation, and wages for almost all occupations were much lower than those fixed by the union scale for the mines investigated in Montana and considerably lower than those prevailing in the mines investigated in Colorado.

The hours of labor ranged from eight to twelve per day. The working week was six days for some occupations, six and a half (at one mine) for others, and seven days for still others. The men employed underground at both mines worked only nine hours per day, for six days per week, at one mine, for six and a half at the other. The nine-hour day for these employees was adopted in 1903 as a compromise to terminate a strike for an eight-hour day. The hours of labor above ground, were as a rule, eight per day for seven days in the week for engineers and roastermen, ten per day for six days for blacksmiths, carpenters, and other mechanics, ten or twelve per day for seven days for foremen, and twelve per day for seven days for stamp-mill employees and firemen.

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[a] About two-thirds of the immigrants from southern and eastern Europe were less than 30 years of age while, on the other hand, about one-half of the native-born and the English were 30 years of age or over.

Wages ranged from $2.25 per day for common laborers to $5 per day for foremen. Miners' helpers were paid $2.25 per day, carmen, teamsters, slime-plant men, and log-rollers were paid $2.50, and miners $2.50, $2.75, and $3. Foremen received from $3.75 to $5 per day, mechanics received from $2.50 to $4, and stationary engineers, from $3 to $3.50.[a]

Data as to the rate of earnings per day, collected from 472[b] of the 473 employees considered in this chapter, are presented as percentages of the total number of each race employed, in the table following.

TABLE 31.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.				
		$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	35	0.0	54.3	25.7	11.4	8.6
Native-born of foreign father	51	2.0	51.0	23.5	7.8	15.7
Total native-born	86	1.2	52.3	24.4	9.3	12.8
Foreign-born, by race:						
Dalmatian	25	20.0	72.0	8.0	.0	.0
English	53	.0	66.0	24.5	5.7	3.8
Herzegovinian	65	20.0	76.9	3.1	.0	.0
Italian, North	171	5.3	86.5	7.6	.6	.0
Italian, South	19	.0	84.2	10.5	.0	5.3
Montenegrin	18	27.8	61.1	11.1	.0	.0
Spanish	26	11.5	88.5	.0	.0	.0
Other races	9	.0	88.9	.0	11.1	.0
Total foreign-born	386	9.1	80.1	8.8	1.3	.8
Grand total	472	7.6	75.0	11.7	2.8	3.0

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The principal wage group of the table is that of employees earning $2.50 but under $3. This group includes 52.3 per cent of the native-born and 80.1 per cent of the foreign-born. The earnings of the native-born were considerably higher than those of the foreign-born inasmuch as 46.5 per cent of the native-born earned $3 or more per day as against 10.9 per cent of the foreign-born.

Of the two divisions of the native-born, those of foreign father show a higher percentage than those of native father in the group of employees earning $4 or over, but lower percentages in all other wage groups except that of employees earning $2 but under $2.50, which were the lowest wages paid at the plants investigated. It is impossible, however, because of the range of earnings above $4 per day to draw any accurate conclusion as to differences in the earnings of the two divisions of the native-born.

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[a] After the investigation of the Commission was made the legislature of California enacted (in 1909) a law providing for an eight-hour work day for laborers employed underground in mines and for employees of smelters. The passing into effect of this law has of course modified the conditions of employment stated above.

[b] All of these employees were 18 years of age or over.

Among the foreign-born, the English are found to the greatest extent in the higher wage groups, but to a considerably less extent than either division of the native-born. Of the employees of this race 3.8 per cent earned $4 or over per day, 5.7 per cent earned $3.50 but under $4, and 24.5 per cent earned $3 but under $3.50. These percentages aggregate 34 per cent earning $3 per day or more, as compared with the corresponding percentage of 46.5 of the native-born. After the English, the South Italians show the highest percentage (15.8) earning $3 per day or more. The lowest earnings reported are those of the Dalmatians, Herzegovinians, Montenegrins, and Spaniards, all of whom, it will be remembered, were employed as miners or general laborers. The North Italians average somewhat higher earnings than those of the races last named, but lower earnings than those of the English or the South Italians. The small number (19) of the last named must be borne in mind, however, in making this comparison. The great majority—86.5 per cent—of the North Italians earned $2.50 but under $3, only 5.3 per cent earning less, and but 8.2 per cent more.

The differences in earnings shown above are entirely due to differences in occupations. In the payment of wages for a given occupation no discrimination is made as between men of different races. The employment of a relatively large number of south and east Europeans, therefore, has affected the wages paid at the plants investigated only by retarding the rise in the general level of wages.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages are paid monthly. At one mine they are paid in cash, at the other in drafts on the secretary of the company at San Francisco. These drafts, however, are received at face value by all local business houses. Neither company maintains boarding or lodging houses and neither furnishes dwelling houses except for the superintendent and two foremen of one mine. Neither company maintains a hospital service, but one company deducts $1 per month from the pay of every employee without a regular physician. This is done, it is claimed, to insure medical attendance in case of sickness or accident. Complete information as to the nature and frequency of accidents at this mine could not be secured, but it was learned that nonfatal accidents from falling rocks were numerous and that at least three fatal shaft accidents had occurred within the five years previous to the investigation of the agent of the commission. Two of the latter seem to have been due to the lack of proper safety appliances, because one of the victims fell from a rising skip and the other stepped from a skip at the surface into an open shaft adjoining. It was at this mine that the Italian employees went on strike in 1906, as mentioned in a previous section, for the purpose of compelling the company to apply safety clutches, already on hand, to the skips. The strike resulted, as noted, in the discharge of a large number of Italians, but the safety appliances were put in place some weeks later.

RELATIONS BETWEEN THE RACES EMPLOYED.

At work the races employed are purposely mixed in order to secure the benefit of race competition, but at boarding and lodging houses they usually segregate themselves. Socially there are few opportunities for members of the different races to meet except those found in the saloons, and the Slavs as a rule patronize saloons conducted by members of their own race. Even the Slavs do not associate freely among themselves. Considerable friction exists between those who are Roman Catholics and those who are Greek Catholics, to such an extent, it is said, that the latter do not dare to offer testimony against the former in courts of law.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

The native-born and the English are preferred for all occupations for which they can be secured at the prevailing wages. After them, English-speaking individuals of any race are given the preference. As between the Italians and the Slavs, one superintendent preferred the former, while the other stated no preference, but described members of both racial groups as good workmen in the occupations in which they were employed. The native-born of immigrant fathers are regarded in general as being as desirable workmen as the native-born of native fathers.

CHAPTER VI.

SUMMARY OF METALLIFEROUS MINING IN THE WEST.

[For General Tables see pp. 580 to 582.]

INTRODUCTION.

The four preceding chapters have dealt with the immigrant labor situation as it obtains locally in the different mining districts investigated. It is the purpose of the present chapter to present the data gathered from these districts in a combined form to afford, in so far as possible, a general view of the labor situation in the industry in the West as a whole.

RACES EMPLOYED.

The importance of immigrant labor in the metalliferous mining industry of the West is shown by the fact that 67.1 per cent of the 8,586 employees at the mines investigated were foreign-born. The combined data with reference to the racial composition of the labor force of these mines are presented in the three tables following. The first of these tables gives the number in the entire field and in each State investigated of each race represented by 1 per cent or more of the grand total of employees, the second presents these data in the form of percentages, and the third shows the distribution of employees in five general racial groups.

TABLE 32.—*Number of male employees for whom information was secured and the number in each State investigated, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number in each State.			
		Colorado.	Montana.	Arizona.	California.
Native-born of native father, White	1,427	85	660	646	36
Native-born of foreign father, by country of birth of father:					
Canada	114	8	86	18	2
England	319	25	236	42	16
Germany	142	8	99	34	1
Ireland	594	38	491	54	11
Other north European countries [a]	171	20	114	32	5
South and east European countries [a]	29	1	10	4	14
Mexico	16			15	1
Other countries [b]	10		4	5	1
Total	1,395	100	1,040	204	51
Total native-born	2,822	185	1,700	850	87
Foreign-born, by race:					
Canadian, French	51	1	46	4	
Canadian, Other	319	13	252	53	1
Croatian	117	4	102	11	
Dalmatian	135	12	95	3	25
English	1,452	72	1,047	280	53
Finnish	291	17	255	19	
German	128	13	64	49	2
Herzegovinian	131		66		65

[a] Including races represented by less than 1 per cent of the grand total.

[b] Including Switzerland.

Table 32.—*Number of male employees for whom information was secured and the number in each State investigated, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in each State.			
		Colorado.	Montana.	Arizona.	California.
Foreign-born, by race—Continued.					
Irish	1,083	30	961	91	1
Italian, North	557	19	206	161	171
Mexican	610		1	609	
Montenegrin	87		69		18
Slovenian	142	60	72	6	4
Swedish	183	67	88	28	
Miscellaneous:[a]					
North European	273	23	186	63	1
South and east European	194	10	66	73	45
Other races[b]	11		4	7	
Total foreign-born	5,764	341	3,580	1,457	386
Grand total	8,586	526	5,280	2,307	473

[a] Including races represented by less than 1 per cent of the grand total.
[b] Including 3 Syrians, 1 West Indian, and 7 Swiss (race not specified).

Table 33.—*Racial distribution of male employees by per cent of the total number reporting in the entire field and in each State investigated.*

General nativity and race.	Per cent of entire field investigated.	Per cent in each State.			
		Colorado.	Montana.	Arizona.	California.
Native-born of native father, White	16.6	16.2	12.5	28.0	7.6
Native-born of foreign father, by country of birth of father:					
Canada	1.3	1.5	1.6	.8	.4
England	3.7	4.8	4.5	1.8	3.4
Germany	1.7	1.5	1.0	1.5	.2
Ireland	6.9	7.2	9.3	2.3	2.3
Other north European countries[a]	2.0	3.8	2.2	1.4	1.1
South and east European countries[a]	.3	.2	.2	.2	3.0
Mexico	.2	.0	.0	.7	.2
Other countries[b]	.1	.0	.1	.2	.2
Total	16.2	19.0	19.7	8.8	10.8
Total native-born	32.9	35.2	32.2	36.8	18.4
Foreign-born, by race:					
Canadian, French	.6	.2	.9	.2	.0
Canadian, Other	2.7	2.5	4.8	2.3	.2
Croatian	1.4	.8	1.9	.5	.0
Dalmatian	1.6	2.3	1.8	.1	5.3
English	16.9	13.7	19.8	12.1	11.2
Finnish	3.4	3.2	4.8	.8	.0
German	1.5	2.5	1.3	2.1	.4
Herzegovinian	1.5	.0	1.2	.0	13.7
Irish	12.6	5.7	18.2	3.9	.2
Italian, North	6.5	3.6	3.9	7.0	36.2
Mexican	7.1	.0	(c)	26.4	.0
Montenegrin	1.0	.0	1.3	.0	3.8
Slovenian	1.7	11.4	1.4	.3	.8
Swedish	2.1	12.7	1.7	1.2	.0
Miscellaneous:[a]					
North European	3.2	4.4	3.5	2.7	.2
South and east European	2.3	1.9	1.3	3.2	9.5
Other races[d]	.1	.0	.1	.3	.0
Total foreign-born	67.1	64.8	67.8	63.2	81.6
Grand total	100.0	100.0	100.0	100.0	100.0

[a] Including races represented by less than 1 per cent of the grand total.
[b] Including Switzerland.
[c] Less than 0.05 per cent.
[d] Including Syrian, West Indian, and Swiss (race not specified).

TABLE 34.—*Distribution of male employees in race groups, by number in the entire field and in each State investigated.*

Race group.	Number in entire field investigated.	Number in each State.			
		Colorado.	Montana.	Arizona.	California.
Native-born	2,822	185	1,700	850	87
North European	3,410	222	2,601	530	57
South and east European	1,363	105	676	254	328
Canadian	370	14	298	57	1
Mexican	610	....	1	609	....
Other races[a]	11	....	4	7	....
Total	8,586	526	5,280	2,307	473

[a] Including 3 Syrians, 1 West Indian, and 7 Swiss (race not specified).

TABLE 35.—*Distribution of male employees in race groups, by per cent in the entire field and in each State investigated.*

Race group.	Per cent in entire field investigated.	Per cent in each State.			
		Colorado.	Montana.	Arizona.	California.
Native-born	32.9	35.2	32.2	36.8	18.4
North European	39.7	42.2	49.3	23.0	12.1
South and east European	15.9	20.0	12.8	11.0	69.3
Canadian	4.3	2.6	5.6	2.6	.2
Mexican	7.1	....	(a)	26.4	....
Other races[b]	.1	....	.1	.3	....

[a] Less than 0.05 per cent.
[b] Including 3 Syrians, 1 West Indian, and 7 Swiss (race not specified).

Of the total of 8,586 employees reporting data, 2,822, or 32.9 per cent were native-born. Of these, 1,427, or 16.6 per cent of the total were native-born of native (white) fathers, and 1,395, or 16.2 per cent, were native-born of foreign fathers. Most conspicuous among the latter were the Irish-Americans, with 594 representatives, or 6.9 per cent of the grand total, the English-Americans with 319 representatives, or 3.7 per cent, the German-Americans with 142, or 1.7 per cent, and the Canadian-Americans with 114, or 1.3 per cent.

The foreign-born employees numbered 5,764 and constituted 67.1 per cent of the grand total. Of the 40 races represented[a] those numerically most prominent were, in the order named, the English, Irish, Mexicans, and North Italians. The English, with 1,452 individuals, constituted 16.9 per cent of the grand total and were therefore slightly more numerous than either the native-born of native father or the native-born of foreign father. The Irish, with 1,083 representatives, constituted 12.6 per cent of the grand total, the Mexicans, with 610 representatives, 7.1 per cent, and the North Italians, with 557 representatives, 6.5 per cent. Of the remaining races, the Canadians, other than French, reported 319 representatives, the Finns reported 291, and six races, the Croatians, Dalmatians, Germans, Herzegovinians, Slovenians, and Swedes, each reported more than 100, but less than 200, representatives. The Montenegrihs reported 87 representatives.

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[a] A large proportion of these had so few representatives that they were included in the tables under the caption "Miscellaneous races."

Dividing the total number of employees into racial groups, as in Table 34, it appears that the native-born and the north Europeans[a] together constituted nearly three-fourths of the entire force. The native-born, as stated above, numbered 2,822 of the grand total of 8,586 employees, or 32.9 per cent, and the north Europeans numbered 3,410, or 39.7 per cent. Of the remainder of the employees reporting data, more than half were contributed by the South and East Europeans, who were represented by 1,363 individuals, or 15.9 per cent of the total of 8,586.

The racial distribution of employees, shown in Tables 32 and 33 exhibits some important differences as between the different mining districts investigated. About one-third of the employees in Colorado, Montana, and Arizona were native-born, the percentages being 35.2, 32.2, and 36.8, respectively; but in California the percentage of native-born was little more than half as great, being only 18.4. Among the foreign-born, the English range in relative importance from 11.2 per cent of the labor supply at the California mines to 19.8 per cent at the Montana mines. The Irish, the next most numerous foreign-born race in the field investigated as a whole, show a very much greater variation from district to district than the English. At the California mines the Irish constituted but 0.2 of 1 per cent of the force. In Montana, on the other hand, they constituted 18.2 per cent of the force. The North Italians show an even greater variation in relative importance than do the Irish, their proportion in the labor force ranging from 3.6, 3.9, and 7 per cent, respectively, at the mines investigated in Colorado, Montana, and Arizona, to 36.2 per cent at those in California. The Mexicans reporting were almost entirely confined to the Arizona mines, where they numbered 26.4 per cent of the employees from whom information was obtained.

The large proportion of Mexicans at these mines and their practically entire absence at the other mines investigated is explained largely by the proximity of the Mexican border and the fact that most of the immigrant Mexicans employed are part of a nomadic labor supply which travels back and forth through the border States and northern Mexico. Among the races of lesser importance differences almost equally great are found. Certain races were not reported at all in some districts. The Croatians, Finns, and Swedes, for example, were not represented at the California mines, and the Herzegovinians and Montenegrins had no representation in either the Colorado or the Arizona districts. The Croatians and Finns attained their greatest relative importance at the Montana mines, the Swedes were relatively most important in the Colorado district, and the Herzegovinians and the Montenegrins were most prominent at the California mines. Among the races not previously mentioned the Canadians other than French and the Slovenians were represented in every district. The Canadians other than French attained their greatest prominence at the Montana mines, where they numbered 4.8 per cent of the labor force investigated. Their importance in Montana is undoubtedly due to the nearness of the Canadian border and the similarity of climatic conditions in Montana and Canada. The Slovenians were relatively unimportant at the Montana, Arizona, and California mines, but at the mines in Colorado they constituted 11.4 per cent of the employees reporting data, this proportion being exceeded only by those of the English and the Swedes.

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[a] In this chapter the terms north European, south European, and east European include the following races represented in the metalliferous mining districts investigated in the West:

North European: Belgian (race not specified), Danish, Dutch, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, and Welsh. South European: Greek; Italian, North; Italian, South; Portuguese; and Spanish. East European: Bohemian and Moravian, Bosnian, Croatian, Dalmatian, Herzegovinian, Magyar, Montenegrin, Lithuanian, Polish, Roumanian, Russian, Ruthenian, Servian, Slovak, and Slovenian.

The most numerous north European race in the field as a whole was the English, who constituted 16.9 per cent of all employees; the most numerous south European race was the North Italian, whose proportion of the total of all employees was 6.5 per cent; and the most numerous of the East Europeans were the Slovenians, who, however, constituted but 1.7 per cent of the grand total. Only 2 non-European races—if the Canadians other than French may be designated as non-European—were represented in appreciable numbers. Of these, as previously stated, the Mexicans constituted 7.1 per cent and the Canadians, other than French, 3.7 per cent of the grand total.

The racial distribution discussed above is summarized in Table 35, which shows the percentage of the employees in each district belonging to each one of five general racial groups. The distribution of the native-born has already been noted. The north Europeans were most prominent in the Montana district, where they numbered 49.3 per cent of the employees from whom information was secured, and least prominent in the California district where their proportion was only 12.1 per cent. Grouping the north Europeans and the relatively unimportant Canadians with the native-born, it appears that this socially and economically homogeneous element in the working population constituted 76.9 per cent of the total number of employees reporting data in the field investigated as a whole. Considerable variation is evident, however, as would be expected from the foregoing discussion, in the proportions of this so-called "American" element in the different districts of the field. The proportion was highest in Montana, where it was 87.1 per cent of the employees from whom data were collected. In Colorado the corresponding proportion was 80 per cent, in Arizona it was 62.4 per cent, but in California it was only 30.7 per cent. Except in Arizona, where the Mexicans constituted 26.4 per cent of the labor force investigated, and the south and east Europeans but 11 per cent, the proportions of the latter varied inversely with those of the "American" employees. Accordingly, the south and east Europeans constituted 12.8 per cent of the employees reporting data in Montana, 20 per cent of those reporting in Colorado, and 69.3 per cent of those reporting in California. In considering the sharp contrasts shown by these data, however, it should be remembered that the mines investigated in California are in a single locality in which the labor situation is by no means typical of the labor situation in the mining industry of the State as a whole.

RACE CHANGES.[a]

The majority of the early employees of the mines investigated in Colorado, Montana, and California were, in every instance, native-born and north Europeans. Usually the English and the Irish, as they are to-day, were most numerous among the latter. Most of the English were experienced miners, engineers, or mechanics when they migrated to the United States. Many of them came from the mines of Cornwall. The general trend of race changes has been the same throughout the districts investigated, although the extent to which these changes have gone on varies considerably from one district to another as appears from the comparisons in the previous section of the present situation in Montana with that in the Colorado and California districts visited by the agents of the Commission. In general, the proportions in the labor supply of the native-born, English, Irish, and other north Europeans have gradually decreased as individuals of these races have died, or withdrawn from the industry to engage in more pleasant or more remunerative work in other lines of employment, or have left the locality to secure higher wages in the same industry elsewhere. Some of these early mine workers have gone into small businesses in the mining camps and in neighboring towns and cities, others have taken employment in other industries, and still others have bought farms.

The places left vacant in the labor force of the mines by the gradual withdrawal of these earlier employees have been and are still being filled to a certain extent by more recent immigrants from Great Britain and other north European countries and by the native-born, but these sources of supply have been insufficient to meet the needs of the growing industry and mine operators as a consequence have been compelled to resort to the more recent immigrants from the south and east of Europe. The latter as a rule have been secured from the general labor supply of the community, into which they have made their way by one avenue or another—more often, however, through construction or maintenance-of-way work on the railroads than in any other way. These south and east Europeans have usually obtained employment by applying for it personally at the place of work. As a rule the number of applicants is greater than the number of vacancies to be filled, so much so that in parts of Montana and Colorado the mine operators, as has been seen, have been able to enforce the "rustling-card" system of making application for work.

No discrimination in the payment of wages has been shown against the south and east Europeans added to the labor force of the mines investigated, but these laborers have been employed at the prevailing rates.[b] The effect of the employment of relatively large numbers of these recent immigrants, however, has been to retard the raising of the general level of wages. In one instance, noted in Chapter II, it even made possible a general reduction in wages amounting to

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[a] This section does not cover the mines investigated in Arizona because, as was explained in Chapter IV, no data were obtained as to race changes in the industry in that State. It may be said, however, that the distinctive feature of the situation in Arizona has always been the employment of Mexican labor for a considerable part of the unskilled work.

[b] In Arizona, however, discrimination has been shown against the North Italians, South Italians, and Spaniards, as well as against the Mexicans.

15 per cent. This tendency of the employment of recent immigrants to depress wages or to retard their advance has been resisted in Montana and to some extent in Colorado by the activity of the labor unions. In Montana the unions have been so strong and the number of immigrants from the south and east of Europe has been relatively so small that their employment has probably had little effect on wages. In Colorado and California, on the other hand, the situation is quite different. No labor unions were found at the mines investigated in Colorado, such as had previously existed having been driven out during the labor disturbances of recent years, and at the California mines investigated the unions had not yet become powerful enough to enforce collective bargaining. Moreover, the majority of the members of this union were themselves recent immigrants, being largely of the Austro-Hungarian race.

Partly because of its effect on wages and partly because of its effect in causing labor disturbances union activity has been of considerable importance in inducing the migration of certain classes of laborers from one district to another. A distinct tendency on the part of "American" mine workers to move into the Montana district, as well as into other northern fields not covered in this report, is thus accounted for in large measure by the recent labor troubles in Colorado on the one hand and the higher wages obtaining in the northern fields under the régime of collective bargaining on the other hand.

OCCUPATIONS OF THE RACES EMPLOYED.

As was seen in the local studies in the preceding chapters, the native-born and the English supply much more than their proportional share of the higher-grade employees—the foremen, engineers, and mechanics. This is shown in the table following, which presents the data contained in the occupation tables in the preceding chapters in combined form for the districts investigated as a whole.

TABLE 36.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father, White	1,399	3.9	13.8	82.3
Native-born of foreign father	1,385	3.4	14.1	82.5
Total native-born	2,784	3.7	13.9	82.4
Foreign-born, by race:				
Canadian, French	46	2.2	13.0	84.8
Canadian, Other	305	3.6	20.7	75.7
Croatian	102	1.0	4.9	94.1
Dalmatian	120	.0	.0	100.0
English	1,447	3.6	9.1	87.3
Finnish	291	.7	1.7	97.6
German	113	.0	10.6	89.4
Herzegovinian	131	.0	.0	100.0
Irish	1,082	1.2	2.9	95.9
Italian, North	552	.4	1.8	97.8
Italian, South	41	.0	2.4	97.6
Mexican	596	.3	1.5	98.2
Montenegrin	87	.0	1.1	98.9
Norwegian	59	1.7	16.9	81.4
Scotch	66	4.5	7.6	87.9

Table 36.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Foreign-born, by race—Continued.				
Servian	15	.0	.0	100.0
Slovenian	132	.0	.0	100.0
Spanish	45	.0	.0	100.0
Swedish	183	1.6	8.7	89.6
Welsh	69	.0	11.6	88.4
Total foreign-born[a]	5,490	1.7	5.9	92.4
Grand total[a]	8,274	2.3	8.6	89.1

[a] These totals do not include those employees who were tabulated under the caption "other races" in the occupation tables in the preceding chapters. These were omitted because of the fact that several races specifically enumerated above were included among "other races" in some of the occupation tables mentioned.

The proportion of all employees included in the table who were foremen is 2.3 per cent and that of those who were engineers and mechanics is 8.6 per cent. The native-born, however, reported 3.7 per cent of their number employed as foremen and 13.9 per cent employed as engineers and mechanics. The English reported 3.6 per cent employed as foremen and 9.1 per cent employed as engineers and mechanics.

As between the two divisions of the native-born, those of native father reported a slightly larger percentage employed as foremen and a slightly smaller percentage employed as engineers and mechanics than those of foreign father.

Among the foreign-born races other than the English the Canadians other than French reported the same percentage as the English (3.6) employed as foremen and a much larger percentage (20.7)—by far the largest in the table, in fact—employed as engineers and mechanics. The Scotch reported the largest percentage (4.5) employed as foremen, but less than their proportionate share employed as engineers and mechanics. The Irish reported very low percentages in both the group of foremen and that of the engineers and mechanics, these percentages being, respectively, 1.2 and 3.9. Both the Norwegians and the Swedes reported slightly larger percentages, 1.7 and 1.6, respectively, than the Irish employed as foremen and much larger percentages, 16.9 and 8.7, employed as engineers and mechanics.

Several races, the Dalmatians, Herzegovinians, Servians, Slovenians, and Spaniards, were entirely confined to the group of general laborers and others, most conspicuous of which are the North Italians and the Mexicans, were found in this group to the extent of more than 97 per cent of their number. Only 0.4 of 1 per cent of the North Italians and 0.3 of 1 per cent of the Mexicans were foremen, and but 1.8 per cent of the North Italians and 1.5 per cent of the Mexicans were engineers and mechanics.

Within the group of general laborers there were still further occupational differences which are too numerous for separate classification. These differences, however, follow the general trend noted in respect to the three occupation groups shown in the table.

The native-born and the north Europeans, as a rule, held most of the more responsible and better-paid positions classed as general labor, as well as many of the lower-grade positions—a fact to be expected from the predominance of these races among the employees considered in this report—while the south and east Europeans, as a rule, were found doing the less skilled and less responsible work. This situation is in part due to the unprogressiveness of certain of the latter races, but it is largely explained by three facts: (1) The native-born and the north Europeans have, as a rule, been engaged in the industry either in the United States or abroad longer than the immigrants from the south and east of Europe, few of whom, indeed, have had any previous experience in mining or in the incidental mechanical trades; (2) the native-born and the north Europeans have usually been in the localities investigated longer than the south and east Europeans; and (3) the former have a much better command of English than the latter, an advantage which is of great importance in the competition for supervisory positions and for those requiring the frequent interpretation of orders.

The native-born of foreign father were very largely of north European descent, and, on the whole, they differed little in progressiveness from the native-born of native father.[a]

HOURS AND EARNINGS OF LABOR.

The length of the working day at the mines investigated ranged from eight to twelve hours. In Montana, where the employees were unionized, the working day was eight hours and the working week six days. At the Colorado mines, where the employees were not unionized, the hours of labor varied from eight to twelve per day, and the working week at all the mines save one was seven days. The men employed underground at these mines, however, worked only eight hours per day[b] and few of those employed above ground worked more than nine and one-half hours per day. At the Arizona mines investigated the underground employees worked eight hours per day[b] and most of the mechanics and others employed above ground worked eight or nine hours. The longest working day was found at the California mines. The men employed underground at these mines worked nine hours per day at the time of the investigation,[c] while most of those employed above ground, with the exception of the engineers, worked from ten to twelve hours. The working week was six days at one mine and six and one-half days at the other for men employed underground, and six or seven days, according to occupations, for those employed above ground.

In the preceding chapters comparisons of rate of earnings per day worked have been made between the various races employed in each district investigated. In order to show the differences obtaining in the general level of earnings in the entire field investigated, the data for the distribution of earnings among the labor force of each district as a whole have been combined in the table following.

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[a] If the mines investigated in Arizona were included in this section, an exception would have to be made in the case of the Mexican-Americans who are no more progressive than the immigrant Mexicans.

[b] In accordance with statute law.

[c] The investigation was made, as previously noted, before the enactment by the California legislature of the law providing for an eight-hour working-day for persons employed underground at mines and in smelters.

TABLE 37.—*Per cent of male employees 18 years of age or over earning each specified amount per day.*[*]

State.	Number reporting complete data.	Per cent earning each specified amount per day.								
		Under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Colorado	521	......	......	......	......	0.4	27.6	46.1	15.5	10.3
Montana	5,273	......	......	......	......	(a)	.1	3.6	82.0	14.3
Arizona	2,281	......	0.3	1.9	12.6	16.7	4.3	1.8	51.9	10.7
California	472	......	......	......	......	7.6	75.0	11.7	2.8	2.0
Total	8,547	......	.1	.5	3.4	4.9	7.0	6.1	65.5	12.5

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shut downs or other causes.

[a] Less than 0.05 per cent.

Nearly four-fifths (78 per cent) of all employees 18 years of age or over included in the investigation earned $3.50 or more per day, and a considerable proportion of these (12.5 per cent of the total) earned $4 or more per day. Those who earned less than $3.50 per day are found chiefly in the groups of employees earning $1.75 but less than $3.50, which aggregate 21.4 per cent of the total. Only 0.6 of 1 per cent earned less than $1.75 per day.

The distribution of the total number of employees, it will be noted, is controlled by the distribution of the employees in the Montana and Arizona districts, who constitute 88.4 per cent of the total. The level of wages in Montana was higher than that in any of the other districts investigated. Of the 5,273 employees from whom data were collected in Montana, 96.3 per cent earned $3.50 or more per day, and 14.3 per cent earned $4 or more. No employee earned less than $2 per day, and less than 0.2 of 1 per cent of the employees earned less than $3 per day. The greatest range of earnings is shown in the Arizona district, where employees were found receiving wages as low as $1.25 to $1.50 per day. These low wages were paid, as has been seen, to Mexicans and North Italians. The earnings of the "Americans"[a] were much higher, so much so, indeed, as chiefly to account for the fact that 62.6 per cent of the 2,281 employees 18 years of age or over reporting in Arizona earned $3.50 or more per day and that 10.7 per cent earned $4 or more per day. The result of the discrimination in the payment of wages to the Mexicans and North Italians is shown by the 14.8 per cent of the total number of employees who received less than $2 per day, a lower wage than found in any of the other States, and by the 31.5 per cent who received less than $2.50 per day.

The general level of earnings at the Colorado mines investigated was somewhat lower than that of the earnings reported for the Montana and Arizona mines, although the range of earnings at the Colorado mines was not so great as that at the Arizona mines. Of the 521 employees reporting in Colorado, only 25.8 per cent earned $3.50 or more, but a large proportion of these—10.3 per cent of the total—earned $4 or over. The principal wage group for the Colorado mine workers is that of employees earning $3 but under $3.50 per day, which includes 46.1 per cent of their number. Of the remainder, most (27.6 per cent of the total) are found in the $2.50 but under $3 wage group. Only 0.4 of 1 per cent earned less than $2.50 per day. The lowest general level of earnings shown in the table is that of the California mine workers investigated. Of their 472 representatives, 82.6 per cent earned less than $3 per day as compared with corresponding percentages of 28, 0.1 of 1, and 35.8, respectively, for Colorado, Montana, and Arizona. The principal wage group for the employees of the California mines was that of those earning $2.50 but under $3 per day. This group includes 75 per cent of the total as against 7.6 per cent included in the one group (that of those earning $2 but under $2.50) receiving wages of less than $2.50 per day, and 17.5 per cent included in the groups receiving wages of $3 or more per day.

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[a] Native-born and north Europeans.

The differences in the general level of earnings discussed above are explained in large part by two differences in the situations prevailing in the different districts investigated. The first of these differences lies in the degree of union activity exhibited. The importance of this difference is seen in a comparison of the situation in Montana, where the highest average wages were paid, with that in the California district, where the lowest average wages were paid. In Montana wages are fixed by collective bargaining between the mine operators and a local branch of the Western Federation of Miners. At the California mines a branch of this organization was in existence at the time of the investigation, but it was not strong enough to enforce the union scale of wages. The lesser differences between the wages paid at the Montana mines and those paid at the Colorado mines may be similarly explained as partially due to differences in union activity, there being no unions at the Colorado mines at the time of the investigation.

The second difference in the situation obtaining in different States of importance in explaining differences in the general level of earnings is the difference in the racial composition of the labor force. The fact that wages were higher at the Colorado mines than at the mines in California is at least partly due to the fact that in Colorado more than three-fifths of the employees reporting personal data were native-born or north Europeans, while at the California mines seven-tenths of the employees were recent immigrants from the south or east of Europe.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.[a]

Wages at the mines investigated were paid monthly, semimonthly, or biweekly in cash or in checks payable without discount at banks or stores in the community. There was no exploitation of employees through compulsory patronage of company stores, boarding or lodging houses, or the compulsory occupancy of company dwelling houses. In fact, none of the mining companies operated boarding or lodging houses and only one maintained a store. The latter was designed primarily as a supply depot for the machinery and hardware used in its own mines and patronage was optional. Only one company rented dwelling houses to its men (if one which furnished houses for two of its foremen only be omitted), and these were houses which had been acquired as incidental to a purchase of land and which were being sold as fast as possible. The rents charged for these houses were no higher than those charged for similar houses elsewhere in the community.

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[a] This section relates only to the mines investigated in Colorado, Montana, and California. For reasons previously stated, no information in respect to the matters discussed in this section was secured from the mines in Arizona.

The only compulsory deduction from wages was the hospital fee exacted at all but two of the mines investigated. In every case this fee was $1 per month. The service rendered, as a rule, included such medical and hospital attendance as might be necessary to insure recovery from injuries received while in the employ of the mining company concerned. In one case the service extended to treatment for sickness. Two companies, as stated, did not exact the hospital fee. Neither of these companies, both of which operated mines in California, provided for hospital service, but one of them deducted $1 per month from the wages of all unmarried employees without a regular physician, to insure the necessary care in case of accident or sickness.

Data as to the nature and frequency of accidents were secured from the reports of the mine inspectors of Colorado and Montana for the years 1907 and 1908. The proportion of fatal accidents per 1,000 employees in Colorado was 2.33 in 1907 and 1.95 in 1908. In Montana the proportion was 2.71 in 1907 and 1.45 in 1908. The proportion of nonfatal accidents per 1,000 employees in Colorado was 9.08 in 1907 and 9.56 in 1908. The corresponding proportions in Montana were 1.35 and 1.17. The number of accidents per 1,000 employees has been decreasing in both Colorado and Montana for several years and the figures for 1908 are the lowest recorded in recent years.

WELFARE WORK.

The company operating the mines investigated in Montana maintained a "change room" which was equipped with private lockers and shower baths. No other welfare work was attempted by this company and none was carried on by the companies operating the mines investigated in Colorado and California.

RELATIONS BETWEEN THE RACES EMPLOYED.[a]

Except in the case of men working in pairs the races employed are never purposely segregated while at work. In fact, they are often mixed by the foremen in order to insure the benefit of race competition. Such segregation as is found is the result only of occupational distribution.

Socially the native-born and the north Europeans commonly meet on equal terms, but there is little intercourse between these races and the immigrants from the south and east of Europe. The latter segregate themselves in boarding, lodging, and dwelling houses and often live in colonies in separate parts of the community. This situation is partly due to their unfamiliarity with the English language and American customs and partly to the clannishness natural to recent immigrants. The various races included among the south and east Europeans, it should be said, often show no greater disposition to associate with each other than do the native-born and north

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[a] For reasons previously stated this section does not relate to the mines investigated in Arizona.

Europeans to associate with them. This is due sometimes to religious differences such as exist between the Slavic races employed at the California mines, and sometimes to the sharp competition of different races for employment.

In general, the native-born and the north Europeans, most of whom have become fairly well Americanized, regard their fellow employees from the south and east of Europe as distinctly inferior. This feeling is in part explained by the unconscious prejudice usually operating against the most recent immigrant races, the unfamiliarity of the latter with the English language, and the nature of the work usually done by them.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.[a]

If native-born and north European employees could be secured in sufficient numbers at the prevailing wages, they would undoubtedly be preferred for all occupations. As wages are, members of these races are generally preferred for the work of supervision, the work of the engineering and mechanical trades, and that of the more responsible positions classed as "general labor." Among the races largely employed as common laborers, the various Austro-Hungarian races and the North Italian meet with equal favor. They are said to be industrious, tractable, and steady, and the chief criticism adverse to them is that, on account of their unfamiliarity with English, they require somewhat more supervision than the native-born and north Europeans employed in similar capacities. The only race meeting with strong disfavor is the Montenegrins, who were said in Montana, where they were most numerously employed, to be surly and "hard to manage."

As for the native-born of immigrant fathers, most of them are of north European descent and they differ little, so far as their desirability as mine workers is concerned, from the native-born of native father employed with them.[b]

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[a] This section is based on data secured in Colorado, Montana, and California only.

[b] If the mines investigated in Arizona were covered by this section, exception would again have to be made for the Mexican-Americans, who are hardly distinguishable from the immigrant Mexicans.

CHAPTER VII.

THE SMELTING AND REFINING OF METALLIFEROUS ORES IN COLORADO.

[For General Tables see pp. 583 to 592.]

INTRODUCTION.

Data were obtained from 6 smelters and 3 refineries in Colorado and from 2,185 of their employees. The location and character of the establishments investigated are shown in the following table:

TABLE 38.—*Location and character of the establishments for smelting and refining metalliferous ores in Colorado.*

Establishment.	Location.	Business.
1 and 2	Colorado City	Cyaniding and chlorination of gold ores.
3	do	Cyaniding of gold ores.
4	Denver	Smelting of lead and gold ores.
5	do	Smelting of copper ores.
6	Pueblo	Smelting of gold, silver, and lead ores.
7	do	Smelting of zinc ores.
8	Salida	Smelting of lead, gold, silver, and copper ores.
9	Leadville	Smelting of gold and silver ores.

RACES EMPLOYED.

Of the employees from whom personal data were obtained, more than half were south and east Europeans;[a] more than one-fourth were native-born, and the remainder were chiefly north Europeans;[a] two-fifths had migrated to the United States within the past five years, and nearly two-thirds within the past 10 years; about three-fifths of the grand total were married, and of this number less than one-fourth reported their wives as living abroad; one-third knew English as their native tongue, and more than three-fifths of the remainder had learned to speak it. As to political condition, of those who had been in the United States five years or longer and who were 21 years of age or over at the time of coming, nearly three-fifths had become citizens or had taken the initial step toward acquiring that status.

Of the total of 2,185 employees investigated, 586 were native-born and 1,599 foreign-born. Of the native-born, 418 were of native fathers, 404 being white persons and 14 negroes. Among the 168 native-born of foreign father, the German-Americans with 52 persons, the Irish-Americans with 36, and the English-Americans with 21 are most conspicuous.

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[a] The terms north European, south European, and east European include the following races represented at the establishments investigated in Colorado:

North European: Danish, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, and Welsh.

South European: Greek; Italian, North; Italian, South; and Spanish.

East European: Bohemian and Moravian, Bosnian, Bulgarian, Croatian, Dalmatian, Hebrew (Russian), Lithuanian, Macedonian, Magyar, Montenegrin, Polish, Roumanian, Russian, Ruthenian, Servian, Slovak, and Slovenian.

More than 1,200 of the 1,599 foreign-born were south and east Europeans, chiefly Slavs. The races numerically most important among the Slavs and the number of representatives of each were as follows:

Slovenian	387
Slovak	173
Croatian	105
Dalmatian	78

The most important south European races, with their respective numbers, were the following:

South Italian	173
North Italian	76
Greek	71

Of the north European races the Swedes numbered 97 persons, the Germans 88, and the Irish 54.

In length of residence in the United States the immigrants considered in this report present a sharp contrast with those employed at the metalliferous mines of Colorado. Of the latter, 64.8 per cent had resided in this country for 10 years or longer, while of the immigrants employed in smelting and refining 1,039, or 65 per cent of 1,599, had been in the country less than 10 years, and 640, or 40 per cent, had been here less than five years. The table following presents these facts in detail, by races.

TABLE 39.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Bohemian and Moravian	17	5		5	3	4
Bosnian	29	28	1			
Bulgarian	28	22	3	1	1	1
Croatian	105	52	32	4	8	9
Dalmatian	78	66	10	1	1	
English	22	4	1	4	4	9
Finnish	15	5	4	2	2	2
French	19	6	7		1	5
German	88	31	14	5	7	31
Greek	71	53	17	1		
Irish	54	3	4	7	1	39
Italian, North	76	41	23	5	3	4
Italian, South	173	70	63	23	8	9
Magyar	30	9	7	5	6	3
Polish	30	11	6	6	1	6
Scotch	21	1	3	1	1	15
Servian	21	14	5	1	1	
Slovak	173	41	53	31	17	31
Slovenian	387	146	125	75	26	15
Swedish	97	14	13	3	19	48
Other races [a]	66	18	9	8	6	25
Total	1,599	640	399	188	116	256

[a] Includes all races with less than 15 representatives.

By far the greater proportion of the Slavs, Italians, and Greeks had migrated to the United States within the past decade, and the majority of these, in turn, had come to the country within the past five years. The English, Irish, Scotch, and Swedes, on the other hand, reported a majority of their representatives—111 of a total of 194—as having resided in the United States for 20 years or longer, and less than one-fourth—43 of 194—as having lived here for less than 10 years.

Three-fifths of the grand total of male employees, as stated above, were married. This is shown in the following table:

TABLE 40.—*Conjugal condition of male employees, by general nativity and race, 1909*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father:				
White	402	111	269	22
Negro	14	4	10	
Native-born of foreign father	167	70	89	8
Total native-born	583	185	368	30
Foreign-born, by race:				
Bohemian and Moravian	17	5	12	
Bosnian	29	21	8	
Bulgarian	28	9	19	
Croatian	105	45	57	2
Dalmatian	78	65	13	
English	22	7	15	
Finnish	15	7	6	2
French	19	8	9	2
German	88	16	70	2
Greek	71	56	15	
Irish	54	15	36	3
Italian, North	76	27	48	1
Italian, South	173	73	100	1
Magyar	30	7	22	1
Polish	29	16	13	
Scotch	21	4	14	3
Servian	21	9	11	1
Slovak	173	46	123	4
Slovenian	387	153	227	7
Swedish	97	31	61	5
Other races [a]	66	20	42	4
Total foreign-born	1,599	640	921	38
Grand total	2,182	825	1,289	68

[a] Includes all races with less than 15 representatives.

Comparing the foreign-born with the native-born it appears that a larger proportion of the latter than of the former were married. Of the foreign-born, 921 of 1,599, or 57.6 per cent, reported this as their conjugal condition as against 368 of 583, or 63.1 per cent, of the native-born. Of the native-born, those of native father reported a larger proportion as married than those of foreign father. Among the foreign-born all but four races reported a majority of their representatives as married or widowed. The four exceptions were the Bosnians, Dalmatians, Greeks, and Poles, three-fourths of whose aggregate number were single.

Of the 921 foreign-born who were married, 634 reported their wives as residing in the United States. Of those reporting their wives as living abroad, 274 of 287 were immigrants from the south and east of Europe, but this number includes only two-fifths of the married members of these races.

It is evident from the foregoing that the earlier immigrants employed in the smelters and refineries of Colorado have, in general, settled permanently in this country, and that a large proportion—if not most—of the more recent immigrants have come to the United States with the intention of remaining here.

Information as to ability to use the English language was obtained from the 1,484 immigrants of non-English-speaking races, of a total of 1,599 foreign-born, and it was found that 937 could speak English, that a very much smaller proportion, 345, could read it, and that only 290 could both read and write the language. This information is presented in detail in the table next presented.

TABLE 41.—*Ability of foreign-born male employees to speak, read, and write English, by race, 1909.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Speak English.	Read English.	Read and write English.
Bohemian and Moravian	17	13	5	5
Bosnian	29	8		
Bulgarian	28	14	1	1
Croatian	105	68	10	6
Dalmatian	78	25	5	4
Finnish	15	12	9	6
French	19	9	7	6
German	88	67	49	48
Greek	71	26	7	6
Italian, North	76	41	4	4
Italian, South	173	79	10	8
Magyar	30	26	9	9
Polish	30	22	6	5
Servian	21	9	1	
Slovak	173	109	47	38
Slovenian	387	273	75	54
Swedish	97	97	83	75
Other races[a]	46	36	17	15
Total	1,484	937	345	290

[a] Includes all races with less than 15 representatives.

The conspicuous facts brought out by this table are (1) the small proportion of the Slavs—especially of the Croatians, Dalmatians, Slovaks, and Slovenians—the Italians, and the Greeks who could speak English, and (2) the very low proportion of all races, except the Swedish, who could read, or both read and write English. These facts indicate that the more recent immigrants are slow in acquiring English, a condition undoubtedly due in large part to the great dissimilarity of the language with the native languages of these immigrants.

Data as to political status were secured from 558 immigrants who had been in the United States five years or longer and were 21 years of age or over at the time of arrival. Of this number, 246, or 44 per cent, had become citizens, 81, or 14.5 per cent more, had secured first papers, and 231, or 41.4 per cent, were still aliens. Most of those who were still aliens were members of south or east European races, the total of 231 aliens including 211 of 410 south and east Europeans represented in the table, as against 20 of 147 north Europeans and Canadians.

RACE CHANGES.

As in the metalliferous mining industry of Colorado, the labor force of the smelters and refineries is usually recruited from applicants at the place of work. One company alone has found it necessary to advertise for "help," and this company has done so only occasionally when some of its employees have left its smelter in Denver during the summer months to work for wages on farms in the vicinity. Except in a few cases no discrimination against races in selecting employees has been exercised. In the few exceptions the races refused employment have been the Japanese, Italians, Negroes, and Greeks. Japanese and Negroes, however, do not as a rule apply for employment at smelters and refineries. Race changes in the labor supply of these establishments in Colorado have been due chiefly to the addition to the general supply of labor available in the community of immigrants from southern and eastern Europe and the attendant retardation in the advance of wages. As a result the older immigrants and the native-born have gradually been leaving the industry in Colorado for more remunerative or more pleasant work in other industries or in the same industry in other localities. These changes have not taken place as a result of the substitution of immigrants set to work at a lower rate of wages. It is noticeable, however, that the wages prevailing at the time of the investigation had a tendency to be slightly higher in those establishments where the number of recent immigrants employed was lowest, but this fact is due to differences in wages arising after the appearance of these immigrants in the industry, and not to underbidding by them in their attempts to secure employment.

Four of the establishments investigated opened for operation between the years 1879 and 1893. At three establishments the first employees were chiefly natives or English-speaking immigrants, while at the fourth they were largely Swedish, with a small minority of English and natives. These establishments have had varied histories. At one, opened in 1887, Cornish and Welsh laborers, most of them experienced smelter workers at the time of their migration to the United States, were largely employed at first, but they were gradually discharged because, it is said, of difficulty in enforcing discipline among them. They were replaced by Irish. About 1889 Italians were given employment and members of that race have been employed ever since. They have not predominated in the working force, however, as is shown by the fact that in 1899 the majority of laborers were Austrians, Poles, and German-Russians, while 10 years later, in 1909, the majority were Austrians. In that year the Italians numbered 26 of 386 employees from whom data were secured. The majority of these Italians were North Italians. The German-Russians who were employed in 1899 have left the smelter and gone into the sugar-beet fields, which afford them opportunities to rise from the status of common laborer to that of independent farmer.

Another smelter, established in 1881, employed at first a working force composed mostly of native-born, with some Irish and a few Swedes. About 1889 Austrians and Italians began to replace the original employees, many of whom had gone to the Leadville region or had taken up farming. In 1904 the Greeks were first given employment and in 1907 Japanese were tried. Laborers of these two races, however, proved unsatisfactory and were soon discharged, since when they have not been employed at this smelter. The third establishment, opened in 1893, employed "Americans"[a] almost exclusively at first, but in 1899 Austrians, chiefly Slovenians, were given work, and in 1904 Greeks were added to the force. The fourth establishment is that referred to above as having had an initial working force which was largely Swedish. Until 1903 the proportions of the different races employed at this smelter were roughly as follows: Swedes, 75 per cent; native-born, 15 per cent; English, 10 per cent. About 1903, however, the Austrians began to replace the Swedes, who were leaving to go into business or farming. In 1907 Greeks were given employment and have since constituted a part of the force. The remaining four smelters and refineries investigated in respect to race changes have been placed in operation since 1901. One of them, established in 1902, has employed "Americans" almost exclusively from the first. During a sympathetic strike in 1904 three-fourths of the working force left the refinery, but their places were filled by other "American" laborers, and the racial complexion of the force has since remained unchanged.

Another smelter, opened in 1903, has employed the same races from the first—south and east Europeans chiefly for general laborers, and native-born and north Europeans for foremen and mechanics—with the exception of 50 Mexicans and 100 Japanese who left the smelter in 1907. The Mexicans withdrew because they disliked the cold winter climate, the Japanese, because there was no further demand for their services after the completion of the railroad and other construction work on which they had been engaged. The Japanese, for the most part, found work in the sugar-beet fields which each succeeding year comprised a larger acreage. Still another smelter, also opened in 1903, has employed south and east Europeans for general labor and native-born and north Europeans for foremen and mechanics in about the same racial proportions throughout its history.

The remaining plant was established in 1907. Its employees have been chiefly native-born, English-speaking, and Scandinavian immigrants for the skilled work and Austrians—mostly Slovenians and Slovaks—for common labor. Some Mexicans have also been used and in 1908 a few Greeks were given employment.

OCCUPATIONS OF THE RACES EMPLOYED.

As at the metalliferous mines of Colorado the better paid positions in the smelters and refineries—those of foremen, engineers, and mechanics—were held chiefly by native-born and north Europeans. The common labor at the smelters and refineries, however, was done largely by south and east Europeans, conspicuous among whom were the Slovenians, Slovaks, North and South Italians, Greeks, and Croatians.

Data as to occupation engaged in were secured from 1,726 employees. These are presented in the table following.

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[a] Native-born and Americanized Europeans.

TABLE 42.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*[a]

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	322	28	76	218
Negro	14	1		13
Native-born of foreign father	138	19	27	92
Total native-born	474	48	103	323
Foreign-born, by race:				
Bohemian and Moravian	17			17
Bulgarian	27			27
Croatian	69		1	68
English	21	1	6	14
German	83	9	12	62
Greek	71			71
Irish	44	6	7	31
Italian, North	70	1		69
Italian, South	171	1		170
Magyar	23		1	22
Mexican	36			36
Polish	29		1	28
Servian	31			31
Slovak	121	1	3	117
Slovenian	287	3	5	279
Swedish	78	7	8	63
Other races[b]	84	8	[illegible]	68
Total foreign-born	1,262	37	[illegible]	1,163
Grand total	1,736	85	155	1,486

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[a] This table is compiled from data contained in employers' schedules secured from 8 of the 9 establishments investigated and is not, therefore, completely comparable with the tables found elsewhere in this chapter which include data for all establishments investigated.

[b] Includes all races with less than 15 representatives.

The majority of the foremen and two-thirds of the engineers and mechanics it will be noted were native-born. More than three-fourths of the laborers, however, were immigrants, of whom the most numerous were, in the order named, the Slovenians, the South Italians, the Slovaks, the Greeks, the North Italians, and the Germans. The proportion of the total number of each race employed in each of the occupation groups indicated in the foregoing table, expressed in percentages, is as follows:

TABLE 43.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	322	8.7	23.6	67.7
Negro	14	7.1	.0	92.9
Native-born of foreign father	138	13.8	19.6	66.7
Total native-born	474	10.1	21.7	68.2

TABLE 43.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909*—Continued.

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers
Foreign-born, by race:				
Bohemian and Moravian	17	.0	.0	100.0
Bulgarian	27	.0	.0	100.0
Croatian	69	.0	1.4	98.6
English	21	4.8	28.6	66.7
German	83	10.8	14.5	74.7
Greek	71	.0	.0	100.0
Irish	44	13.6	15.9	70.4
Italian, North	70	1.4	.0	98.6
Italian, South	171	.6	.0	99.4
Magyar	23	.0	4.3	95.7
Mexican	36	.0	.0	100.0
Polish	29	.0	3.4	96.6
Servian	21	.0	.0	100.0
Slovak	121	.8	2.5	96.7
Slovenian	287	1.0	1.7	97.2
Swedish	78	8.9	10.3	80.8
Other races[a]	84	9.5	9.5	81.0
Total foreign-born	1,262	3.0	4.2	92.9
Grand total	1,726	4.9	9.0	86.1

[a] Includes all races with less than 15 representatives.

If the total of the native-born are compared with the total of the foreign-born, the differences in occupational distribution noted above will be found to be strikingly illustrated. The first occupation group includes 10.1 per cent of the native-born as against 3 per cent of the foreign-born. The next group, that of engineers and mechanics, includes 21.7 per cent of the native-born and only 4.2 per cent of the foreign-born, while the group of general laborers includes 68.2 per cent of the native-born and 92.9 per cent of the foreign-born. Of the two classes of native-born white men, those born of foreign father are represented by much larger percentages among the foremen, but by lower percentages among the engineers and mechanics, and the general laborers.

Among the foreign-born races specifically enumerated, 8 are not represented at all in the group of foremen, and only 3 have as large percentages in the group as the native white men of native fathers. These are the Irish (13.6 per cent), the Germans (10.8 per cent), and the Swedes (8.9 per cent). The English have the lowest percentage (4.8) of all except the Italians, the Slovaks, and the Slovenians.

In the next group, that of engineers and mechanics, 7 races are not represented. The largest percentages are those of the English (28.6), the Irish (15.9), the Germans (14.5), and the Swedes (10.3), while the lowest are those of the Croatians (1.4), the Slovenians (1.7), and the Slovaks (2.5). In the group of general laborers all races are naturally represented, the percentages varying from 100 for the Bohemians and Moravians, Bulgarians, Greeks, Mexicans, and Servians, to 66.7 for the English. Among the remaining races the percentages are so large as to make that for the total foreign-born 92.9, a fact which affords a significant contrast with the corresponding percentages of the native-born white employees which are respectively 67.7 and 66.7.

HOURS AND EARNINGS OF LABOR.

The 8-hour day and 7-day week prevailed at 3 of the establishments investigated—all refineries located in Colorado City. The remaining establishments operated (partially, at least) every day in the week, but some of their employees worked only 6 days, though others worked 7. Most of those who worked 6 days were mechanics or workmen in the sampling department. At one plant the laborers at a lime quarry, operated in connection with it, worked 6 days, while the smelter employees, with the exception of some of the mechanics, worked 7 days.

Hours of labor at these establishments ranged from 8 to 12 per day. At one smelter the engineers and roastermen worked 12 hours for 7 days; the masons, machinists, blacksmiths, carpenters, and the laborers in the sampling department 10 hours for 6 days; the slagmen 9 hours for 7 days; and the firemen, furnacemen, and the smeltermen in the smelting department 8 hours for 7 days.[a]

Wages, paid entirely on a time basis, varied greatly from occupation to occupation and somewhat from one establishment to another. Often different wages were paid different men engaged in the same work in the same establishment—at the time of the investigation there were no labor unions to enforce union wage regulations—the higher wages being paid apparently for superior efficiency in the workman or the greater difficulty of the work done. So far as could be ascertained the discrimination shown in the payment of wages was based entirely on individual rather than racial distinctions. It is noticeable, however, as pointed out in a previous section, that wages were slightly higher in establishments employing the fewest recent immigrants. Aside from this, and with due allowance for the usual variations in wages from locality to locality, differences in the wages paid for the same kind of work in different establishments are explained largely by differences in the industrial organization of the plants in question and the consequent differences in the amount or difficulty of the work done in any given occupation. This is evidenced by the fact that variations in the wage scales of different establishments show no tendency to uniformity. Wages, on the contrary, were higher for some occupations in one establishment than in another and at the same time they were the same or lower for other occupations. Foremen commonly received from $2.50 to $5 per day, with the majority earning less than $4. Engineers and mechanics received from $2 to $4.50 per day, but a large part of their number were paid $3 or less. General laborers received from as little as $1.65 for a 10-hour day to $2.75 for an 8-hour day.

Data as to earnings were obtained from 2,168 employees 18 years of age or over.[b] Reduced to percentages for all races represented by 15 or more individuals, these data are presented in the table following.

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[a] For the provisions of the Colorado act of 1905 relating to hours of labor in smelters and refineries, see note on p. 104.

[b] Data were also obtained from 17 youths of 14 but less than 18 years of age. Of this number 1 earned $1 but under $1.25, 2 earned $1.50 but under $1.75, 7 $1.75 but under $2, and 7 $2 but under $2.50. As to general nativity, 11 were native-born and 6 foreign-born.

TABLE 44.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent earning each amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:								
White	399	5.6	10.3	36.6	19.3	11.8	7.0	9.3
Negro	14		71.4	28.6				
Native-born of foreign father	162	4.9	10.5	40.8	15.4	12.3	7.4	8.6
Total native-born	575	5.4	11.8	37.6	17.7	11.7	7.0	8.9
Foreign-born, by race:								
Bohemian and Moravian	17	23.5	41.2	23.5	11.7			
Bosnian	29	6.9	3.4	86.2	3.4			
Bulgarian	28		39.3	57.1	3.6			
Croatian	104	17.3	20.2	53.8	8.7			
Dalmatian	77	6.5	11.7	70.1	11.7			
English	21		4.8	47.6	14.3	4.8	14.3	14.3
Finnish	15		6.7	73.3	6.7		6.7	6.7
French	19			89.5	5.3	5.3		
German	88	5.7	29.5	33.0	9.1	6.8	4.5	11.4
Greek	71	2.8	43.6	47.9	5.6			
Irish	54	7.4	9.3	29.6	25.9	9.3	11.1	7.4
Italian, North	75	37.3	41.3	17.3	2.7	1.3		
Italian, South	173	60.1	22.5	11.6	5.2	.6		
Magyar	30	10.0	16.7	60.0	10.0	3.3		
Polish	29	20.7	44.8	31.0	3.4			
Scotch	21			33.3	9.5	19.0	9.5	28.6
Servian	21		28.6	71.4				
Slovak	172	15.1	30.2	46.5	5.8	2.3		
Slovenian	386	4.1	34.2	53.9	7.0	.8		
Swedish	97	2.1	7.2	55.7	20.6	5.2	6.2	3.1
Other races	66	9.1	24.2	37.9	15.2	3.0	6.1	4.5
Total foreign-born	1,593	14.5	26.0	45.3	8.6	2.1	1.6	1.9
Grand total	2,168	12.1	22.2	43.2	11.0	4.7	3.0	3.7

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The lowest earnings recorded are those in the "$1.50 and under $1.75" group, and were received by 12.1 per cent of the grand total. The largest wage group, that for earnings of $2 but under $2.50, includes 43.2 per cent of the grand total, and the next largest group, that for earnings of $1.75 but under $2, includes 22.2 per cent. All told, 77.5 per cent of the grand total earned less than $2.50 per day. Of the remainder, the largest percentage, 11, is found in the $2.50 and under $3 group.

If the earnings shown in this table are compared with those shown in the corresponding table in the chapter on metalliferous mining in Colorado, it will be seen that the earnings of laborers engaged in smelting and refining were very much lower than those of laborers engaged in metalliferous mining. In fact, only 0.4 of 1 per cent of the latter received less than $2.50 per day, as against 77.5 per cent, as stated above, of the former. The largest wage group of the mine employees is that for $3 and under $3.50, which includes 46.1 per cent of their number. Of the smelter and refinery employees, on the other hand, only 4.7 per cent are found in this wage group.

Examining the foregoing table in detail, it appears, first, that the native-born earned considerably more than the foreign-born, 45.3 per cent of their number receiving $2.50 or more per day, as compared with 14.2 per cent of the foreign-born. This is explained chiefly by the disproportionately large number of native-born among the foremen, engineers, and mechanics.

Between the two classes of native-born white employees there is little difference except in their two largest wage groups—those including earnings of $2 but under $3. There the native-born of native father show a larger proportion earning the higher wages and a smaller proportion earning the lower than do the native-born of foreign father.

Turning to the foreign-born races, it will be noted that none of them has a wage distribution even roughly similar to that of the native-born. Some appear more numerous than the native-born in the higher earnings groups, others in the lower groups. Among the former the English, Irish, and Scotch are conspicuous, but the great difference in the number of employees upon which the percentages are based should be borne in mind when these races are compared with the native-born. The Scotch apparently[a] receive the highest average earnings of any race enumerated in the table.

Of their number 28.6 per cent are found in the highest group, which covers the earnings of $4 per day or over; 19 per cent in the "$3 and under $3.50" group, and only 33.3 per cent in the "$2 and under $2.50" group, which records the lowest wages received by members of this race. Larger proportions of the English than of the Scotch are found in the lower wage groups, yet 14.3 per cent of their number earned $4 per day or over and 47.7 per cent earned $2.50 and over as compared with 47.4 per cent of the native-born of native father. The English, however, received higher earnings than the native-born of native father because of the much greater percentages of their number in the two highest groups. The Irish show the nearest approach to the earnings distribution of the native-born of native father, but their large percentages in the "$2.50 and under $3" and the "$3.50 and under $4" groups would seem to raise their average earnings above those of the latter.

Among the foreign-born races who earned less than the native-born of native father the most prominent are the Croatian, Dalmatian, Greek, North and South Italian, Slovak, and Slovenian. The Italians, Slovaks, and Slovenians have small percentages in the "$3 and under $3.50" group, but none of the Croatians, Dalmatians, or Greeks earned more than $3 per day. The highest earnings recorded for any of the races named are those of the Dalmatians, 70.1 per cent of whom received $2 and under $2.50 and 81.8 per cent $2 and over. Only a slightly larger proportion of the white native-born of native father—84 per cent—earned $2 and over, but the average earnings of this class are higher than those of the Dalmatians because of the distribution of the former among the higher wage groups. The lowest earnings received by any of the races enumerated in the table are those of the South Italians, 60.1 per cent of whom earned less than $1.75 per day and 82.6 per cent less than $2 per day. The second lowest earnings are recorded for the North Italians, 37.3 per cent of whom earned less than $1.75 and 78.6 per cent less than $2 per day.

Of the remaining races the Slovenians—numerically the most important foreign-born race in the table—and the Slovaks are included chiefly in the two groups representing the earnings of $1.75 and over but under $2.50. Of the two races the Slovenians earned considerably more than the Slovaks. The earnings of both races present a sharp contrast to those of the Swedes who, next to the English-speaking races, received the highest earnings among the foreign-born. Compared with native-born of native father the Swedes have a smaller proportion in the two lower and the three higher groups, with a consequently greater concentration in the largest group and the one immediately following. The Germans have larger proportions in the two lowest wage groups than the Swedes, but a much smaller proportion in the largest group.

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[a] One can not speak with greater certainty without considering the range of those earnings which are greater than $4 per day.

The differences in the earnings of the various races discussed above are due chiefly to differences in the occupations in which they engage. The employment of recent immigrants from southern and eastern Europe in large numbers has prevented or retarded the rise of the general level of wages at the establishments concerned, but so far as could be ascertained no discrimination is made between races in the payment of wages for the same kind of work. Because of the greater proportions of their numbers employed as foremen, engineers, and mechanics, and in the more responsible positions held by those designated in the occupation table as general laborers, the English-speaking immigrants and the native-born earned more than any of the other races. Among the latter the rank of each as regards amount of earnings is again dependent upon the proportions of its representatives in the more responsible or the more skilled occupations. Hence the Swedes and the Germans earned more than the Slavs, the Italians, and the Greeks; and the Slovenians and Slovaks, of the Slavs, earned more than the Italians.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages at the establishments investigated were paid monthly in cash or in checks which, in every case, were payable without discount at the local banks. Deductions for accident insurance were made at six establishments. In one case the premium was 2 per cent of the wages received, in three it was $1 per month, and in two $1.50. The service provided in most of these cases included hospital and medical attendance and half pay while disabled. At one of the three remaining plants the employees had an association of their own which provided for hospital and medical service and a payment of $10 per week to injured members while disabled. The charge for this insurance was $1 per month, a fact which indicates that the fees retained by the employers in the six cases noted above are not excessively large. Statistics as to the frequency and nature of accidents in the smelting and refining industry of Colorado are not available, but it is evident from information obtained that a large proportion of the accidents consist of minor bruises, cuts, and burns. Poisoning from cyanide, lead, or zinc sometimes occurs, but such cases are, as a rule, easily treated. Fatal accidents are rare.

None of the companies operating the plants investigated maintained company boarding or lodging houses or company stores. Two companies, however, owned dwelling houses which they rented to employees. One, operating in Pueblo, owned 21 brick houses which it rented, preferably to furnace men, at prices varying from $8 to $12 per month. Another owned 12 houses, built half of brick and half of wood, which it rented at $7 per month.

WELFARE WORK.

Only one company of those investigated engaged in "welfare work" of any kind. This company, which operates a cyanide and chlorination plant at Colorado City, built a large brick clubhouse for its employees at that city at a cost reported to have been $38,000. Members of the club pay only 50 cents per month as dues—the company pays a monthly deficit of about $300—but at the time of the investigation, barely 50 per cent of the employees belonged to the club and it is said that less than half of these made use of the clubhouse. This situation is explained by the fact that the employees are suspicious regarding the motives of the company.

RELATIONS BETWEEN THE RACES EMPLOYED.

At work the races employed are often purposely mixed, so far as their occupational distribution will permit. This is done to preserve that rivalry between individual laborers which seems to be greatly decreased by the exclusive employment of a single race. At boarding and lodging houses, however, race segregation is the rule as between native-born and north Europeans on the one hand and south and east Europeans on the other. The latter, indeed, usually live in boarding and lodging houses maintained especially for members of the particular race to which they belong. At Pueblo, for example, the North and South Italians live in separate quarters. Members of the different Slavic races, however, are sometimes found in the same house.

Socially, north Europeans, particularly the English-speaking, Scandinavians, and Germans, mingle freely with the native-born, but neither the north Europeans nor the native-born associate to any extent with members of the south and east European races. This is largely due, as explained in the chapter on metalliferous mining in Colorado, to differences in the native languages and the inability of many of the south and east Europeans to use English.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

In general, employers' opinions of the races employed in smelting and refining are very similar to those expressed of the races employed in metalliferous mining in Colorado. As foremen and mechanics native-born and north Europeans are preferred to south and east Europeans, a fact plainly evident from the discussion, in a previous section, of occupations engaged in by these races. Native-born and north Europeans are also preferred for mill work. For general labor Austrians—especially Slovaks and Slovenians—and Italians, among the races conspicuously employed for general labor, are commonly preferred. The Slovaks and Slovenians are physically well adapted to the heavy work involved and are regarded as steady, tractable, and industrious laborers. Among the other races engaged in common labor, the Swedes are the best liked. They would, indeed, be employed to the exclusion of the Austrians and Italians if they could be secured in sufficient numbers at the wages offered. The most important reason for this preference seems to be the greater rapidity with which the Swedes learn English. Greeks, as a rule, are regarded as inferior workmen, the chief criticism being that they are lazy, and irregular in attendance at the place of work. Mexicans and Japanese[a] have been employed at a smelter referred to in a previous section, but neither race was favorably regarded. The Mexicans were complained of because of their common weakness for drink and gambling, and the Japanese were accused of being lazy and were said not to be strong enough for the heavy work required of smelter laborers.

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[a] The Japanese, as heretofore stated, were employed only in railroad and other construction work.

CHAPTER VIII.

SMELTING IN MONTANA.

[For General Tables see pp. 593 to 602.]

INTRODUCTION.

Data were secured from two copper and silver smelters in Montana and from 2,957 of their employees. The smelters chosen are the two largest in Montana. The employees from whom data were collected numbered over three-fourths of the aggregate force of these smelters, and are believed to be representative of all smelter employees in the State in regard to racial proportions as well as in most other respects.

RACES EMPLOYED.

The employees of the smelters investigated are usually recruited by foremen from personal applicants present at the "works" when need for their services arises. No racial discrimination is shown in enlisting laborers—Chinese and Japanese never apply for work in this community—but all applicants for work are required to fill out "Applications for employment," after which, if the information elicited is satisfactory, they are given permits to "enter the works * * * to seek employment," or "rustling cards," as they are locally known. The entries made on the application for employment[a] relate to the age, nativity, and citizenship of the applicant, his previous employment and reason for leaving it, his conjugal condition, property owned by him in the community, the persons dependent upon him for support, and references to previous employers. The discrimination exercised in engaging employees is individual rather than racial, as indicated above, but the possession of certain qualifications which are considered desirable, as evidenced by the questions on the "Application for employment," by one race or group of races to a greater degree than by other races naturally results in the employment of a greater proportion of applicants from the former than from the latter.

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[a] The following is a copy of the blank form used:

"APPLICATION FOR EMPLOYMENT WITH THE COPPER AND SILVER MINING COMPANY, ———, MONT.

In accepting permits issued on this application, the undersigned assumes every risk encountered while seeking employment on the premises of the company arising from its negligence, or otherwise, and assents to all conditions hereof.

Name of applicant ———. Age ———; birthplace ———. Are you a citizen of the United States? ———. If not a citizen, have you taken steps to become one? ———. Profession or trade ———. Were you ever employed by this company? ———. If so, when? ———. Give pay roll No. ———. In what department? ———. Who was your last employer? ———. Give name of foreman of last employer ———. Give reason for leaving last employment ———. Give period and date of leaving last employment ———. Married or single ———. If married, where does family reside? ———. Do you own your home in ———? ———. Do you own other property in ———? ———. If unmarried, are any persons dependent on you for support? ———. If so, give names, relationship to you, and address of such persons ———. I give the following-named persons and corporations and my said last employer as reference as to my personal character, habits, and ability: ———. If given employment, I agree that it shall be temporary and that I may be discharged at any time within six months after the date of this application without any reason being given me for such discharge. I further agree before commencing work to read and thereafter to keep myself informed of and to observe all rules of the company. I request the persons and corporations whose names are given above as references to furnish to the corporation to whom this application is made statements containing all the information such persons and corporations referred to may have as to my personal character, habits, and ability; and I hereby release them and each of them from all liability for damages of whatsoever nature I may sustain on account of the furnishing of such information above requested which is to be used in determining my fitness for employment. My present address is ———. Date of application this ——— day of ——— 190—.

——— ———, Applicant.

Witnessed by ——— ———.

The following is a copy of the "rustling card:"

Application No. ———. Permit ——— to enter the works, but at his own risk, to seek employment.

Foreman's remarks: Married or single ———; pay roll No. given ———; date employed, ———. Signed ——— ———, foreman.

All of the workmen considered in this report who were not members of mechanics' unions were members of local branches of the Western Federation of Miners, which assumes jurisdiction over smelter as well as mine workers. At one smelter the local union had about 2,000 members in 1908.[a] The management of this smelter is said, by union officials, to have notified them in 1908 "that they could compel everyone working in the smelter to get into the union," although previously it had refused permission to union agents to solicit memberships during working hours. Most of the employees from whom data were obtained were permanent residents of the United States. Nearly three-tenths were native-born and about one-twentieth were natives of Canada. The remainder were divided almost equally between immigrants from northern Europe on the one hand, and those from southern and eastern Europe on the other.[b] More than one-fourth of the immigrants had resided in the United States for twenty years or longer, and more than half for ten years or longer. As regards conjugal condition, more than one-half of all employees were married, and of the married immigrants more than two-thirds had their wives in the United States. About one-third of the immigrants knew English as their native language, and over four-fifths of the remainder had learned to speak it. Of those immigrants who had been in the United States for five years or more and were 21 years of age or over at the time of coming, only one-eighth were still aliens.

The racial distribution of these smelter employees in Montana is markedly different from that of smelter and refinery employees in Colorado. There, as has been seen, three-fourths of the employees were immigrants from the south and east of Europe. In Montana, on the other hand, only one-third of the employees were immigrants from those sections, while an equal number were from northern Europe. These facts are evident in the table next presented.

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[a] According to the report of a traveling agent of the Western Federation of Miners in the Miners' Magazine for Sept. 17, 1908, p. 9.

[b] In this chapter the terms north European, south European, and east European include the following races represented at the smelters investigated in Montana: North European: Danish, Dutch, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, Welsh. South European: Greek; Italian, North; Italian, South. East European: Bohemian and Moravian, Bosnian, Croatian, Dalmatian, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Russian, Servian, Slovak, Slovenian.

TABLE 45.—*Number of male employees from whom information was secured.*

Nativity.	Number.
Native-born	859
Immigrants from southern and eastern Europe	980
Immigrants from northern Europe	978
French Canadians	23
Other Canadians	117
Total	2,957

Of the 859 native-born, 402 were sons of native white fathers, 18 of native Negro fathers, and 439 of foreign fathers. Among the latter the Irish-Americans, with 142 representatives, and the German-Americans, with 110, were most conspicuous. Among the foreign-born the races numerically most prominent were the Croatians with 536 representatives, the Irish with 413, the Swedes with 186, the North Italians with 132 (the South Italians, it is interesting to note, had only 4 representatives), the Norwegians with 126, and the Germans with 100. The "Other Canadians," as stated above, had 117 representatives.

Of the 2,098 immigrant employees, 1,058 had resided in the United States for ten years or longer as against 1,040 who had resided here less than ten years. Data relative to the length of residence of the foreign-born are presented in the table following.

TABLE 46.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States— Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Canadian, French	23	....	2	2	1	18
Canadian, Other	117	10	20	18	21	48
Croatian	536	164	183	91	56	42
Dalmatian	17	9	6	1	....	1
English	81	16	1	8	14	42
German	100	14	10	....	16	60
Herzegovinian	50	43	1	4	1	1
Irish	413	90	63	64	44	152
Italian, North	132	58	27	14	17	16
Montenegrin	69	66	3	....	....	....
Norwegian	126	41	34	7	13	31
Polish	23	2	10	2	2	7
Russian	15	1	6	7	1	....
Scotch	31	14	2	1	2	12
Slovak	17	1	1	2	2	11
Slovenian	65	20	13	8	10	14
Swedish	186	32	35	21	42	56
Welsh	21	2	....	....	5	14
Other races[a]	67	17	14	6	9	21
Total	2,098	600	440	256	256	546

[a] Includes races with less than 15 representatives.

Of the 1,058 immigrants who have resided in the United States for ten years or longer, 546 had been in the country for twenty years or more, while 256 had been here from fifteen to nineteen years and an equal number from ten to fourteen years. Of the 1,040 who had resided in the country less than ten years, 440 had been here from five to nine years, and 600 for less than five years. In further detail, it appears (1) that a very large proportion of the Canadians, the English, Irish, and Welsh, the Germans, the Swedes, and the Slovaks had resided in the United States for ten years or longer, while (2) the great majority of the Croatians, Dalmatians, Herzegovinians, North Italians, and Norwegians, and all of the Montenegrins had been in the country for less than ten years. The remaining races enumerated in the table—the Scotch, Poles, Russians, and Slovenians—are almost equally divided between the two periods specified. The Slovenians should be compared in this respect with the Slovaks, who are the only European race other than those from northern Europe, a majority of whose representatives reported a residence within the United States of ten years or longer. The Slovaks, it may be said, were the first of the Austro-Hungarian races to migrate to the United States.

Of the immigrants who have resided in the United States for twenty years or more, the largest numbers are contributed by the Irish, with 152 of their 413 representatives, the Germans with 60 of 100, the Swedes with 56 of 186, the Canadians other than French with 48 of 117, the English with 42 of 81, and the Croatians with 42 of 536. The large proportions in the group of the Irish (152 of 413), the French Canadians (18 of 23), Slovaks (11 of 17), Welsh (14 of 21), the Germans (60 of 100), and the English (42 of 81) should be especially noted.

Among those immigrants reporting a residence in the United States of less than ten years were 600, as stated above, who had immigrated to the country within the past five years. The races most conspicuous in this group are the Croatians, the Irish, the Montenegrins, and the North Italians, while the races with the largest proportions of their members in this group are the Montenegrins with 66 of 69 representatives, the Herzegovinians with 43 of 59, the Dalmatians with 9 of 17, the Scotch with 14 of 31, and the North Italians with 58 of 132. The large proportion of the Scotch and the large number of the Irish who had migrated to the United States within the past five years are partially explained by the fact that many of these men were skilled workmen who acquired their trades in their native land.

Of the 2,957 employees considered in this chapter, 2,954 reported complete information as to their conjugal condition, showing that 1,637 were married, 102 widowed, and 1,215 single. Further details are presented in the table following.

TABLE 47.—*Conjugal condition of male employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father:				
White	402	161	220	21
Negro	18	7	11	....
Native-born of foreign father	439	216	199	24
Total native-born	859	384	430	45
Foreign-born, by race:				
Canadian, French	23	3	20	....
Canadian, Other	117	43	68	6
Croatian	536	179	348	9
Dalmatian	17	7	9	1

TABLE 47.—*Conjugal condition of male employees, by general nativity and race, 1909*—Continued.

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Foreign-born, by race—Continued.				
English	81	29	51	1
German	100	28	67	5
Herzegovinian	59	38	21	....
Irish	411	195	199	17
Italian, North	132	55	76	1
Montenegrin	69	46	23	....
Norwegian	126	63	62	1
Polish	23	6	17	....
Russian	15	8	7	....
Scotch	31	8	22	1
Slovak	17	2	13	2
Slovenian	65	22	41	2
Swedish	185	70	109	6
Welsh	21	8	12	1
Other races [a]	67	21	42	4
Total foreign-born	2,095	831	1,207	57
Grand total	2,964	1,215	1,637	112

[a] Includes all races with less than 15 representatives.

It is evident, in the first place, that a somewhat larger proportion of the foreign-born than of the native-born were married, the respective percentages being 57.6 and 50.1. As between the two classes of native white men, the proportion of married men was considerably greater among those of native father, who reported 54.7 per cent of their number married as opposed to 45.3 per cent reported by those of foreign father.

Among the foreign-born, all races except four—the Herzegovinians, Montenegrins, Norwegians, and Russians—reported a majority of their members as married and the proportion in most cases is considerably more than half. This is notably true of the Croatians, North Italians, Slovaks, and Slovenians on the one hand, and of the English, Germans, Scotch, and Swedes on the other.

Of the 1,207 married immigrants, 1,204 reported the location of their wives—848 as in the United States and 356 as abroad. Of the latter number, 228 were Croatians (the total number of Croatians married was 348). The remainder included 11 of 21 Herzegovinians, 28 of 76 North Italians, all of 23 Montenegrins, and 14 of 41 Slovenians. The races enumerated, it will be noted, are all races of recent immigration to the United States, a majority of whose members have come to the country within the past decade, and many within the past five years. It is to be expected, therefore, that a considerable proportion of the wives would still be living in their native countries.

Smelter employees in Montana show a much greater facility in the use of English than the employees of smelters and refineries in Colorado. This is due, in the first place, to the much larger proportion of native-born and of English-speaking immigrants employed in Montana and, in the second place, to the larger proportion among the non-English-speaking immigrants of those from northern Europe. The north Europeans are, as a rule, not only older residents in the United States than the south and east Europeans, but they also acquire English more rapidly than do the latter. Of 1,435 immigrants of non-English-speaking races from whom data were collected, 1,432 reported as to their ability to speak, read, and write English. The following table presents this information in detail.

TABLE 48.—*Ability of foreign-born male employees to speak, read, and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		
		Speak English.	Read English.	Read and write English.
Canadian, French	23	23	18	16
Croatian	535	426	174	137
Dalmatian	17	9	5	4
German	100	99	88	84
Herzegovinian	59	31	14	13
Italian, North	131	88	35	30
Montenegrin	69	15	2	2
Norwegian	126	126	112	97
Polish	23	21	14	11
Russian	15	14	10	10
Slovak	17	17	11	7
Slovenian	65	49	24	23
Swedish	186	184	178	165
Other races [a]	66	61	46	42
Total	1,432	1,163	731	641

[a] Includes all races with less than 15 representatives.

Of the men included in the table, 81.2 per cent could speak English, 51 per cent could read, and 44.8 per cent could both read and write the language. The great difference between the percentage of those able simply to speak English and those who could read as well as speak it is accounted for by the great difference in this respect among the south and east Europeans, particularly the Croatians, Herzegovinians, and Montenegrins.

Of the foreign-born who had been in the United States five years or longer and who were 21 years of age or over at the time of arrival, 746 reported complete data regarding their political status. Of this number, 501 had received their second naturalization papers and 152 had their first papers, leaving only 93 who were still aliens. The race (with 15 or more individuals reporting complete data) which was represented among these aliens by the largest proportion of its number was the Croatian, of whom 53 of the total of 228 had not yet taken out their first papers. Only 3 of 144 Irish, 3 of 44 Norwegians, and 1 of 37 Germans, and none of the 69 Swedish and 25 English, on the other hand, had failed to take this initial step toward acquiring American citizenship.

RACE CHANGES.

One of the two smelters investigated was opened in 1891, the other a few years earlier. The race history of the smelting industry in Montana, so far as considered in this report, therefore covers a period of some twenty years. The native-born and the English-speaking and Scandinavian immigrants, though still predominant in the labor force of the industry, have relatively decreased in number, while immigrants from the south and east of Europe, especially members of the

Croatian, North Italian, Herzegovinian, Montenegrin, and Slovenian races, have either appeared for the first time or greatly increased in number. The native-born and north Europeans who have left the industry have sought more pleasant or more remunerative employment elsewhere. Many Swedes and Norwegians, for example, have remained in the industry only long enough to accumulate money with which to buy farms or make first payments on the purchase prices. The places of the native-born and the north European immigrants who have left to engage in other employments and of those removed by death have been partially filled by other native-born and by more recent immigrants from the north of Europe, as is evidenced by the fact that 90 of 413 Irish, 41 of 126 Norwegians, and 32 of 186 Swedes employed in the two smelters investigated had migrated to the United States within the five-year period closing in 1909; but to a large extent immigration from southern and eastern Europe has had to be relied upon to fill the vacancies and provide for the additional labor required by the expansion of the industry.

Among causes now operating to prevent or retard race changes two are of especial importance. The first is the discrimination exercised through the use of the "Application for employment" blank, already noted—a discrimination which necessarily works out to the advantage of the native-born and the immigrants of English-speaking and other north European races. The second and more important cause is the maintenance of the union scale of wages and hours. This is a matter to be discussed later, but it may be said here that the minimum wage is $3 [a] for a day of eight hours, which is a rate for common labor much higher than prevails elsewhere in the smelters of the West or in most other industries of that section of country.

Complete information as to changes in wages and hours could not be obtained; but it is known that in 1888 wages in one of the smelters investigated averaged $3 per day for a thirteen-hour shift and that in in the other smelter the average was at one time as low as $2.25 for twelve hours' work. It is evident from the foregoing, therefore, that the employment of south and east Europeans in the smelters considered has not prevented the advance of wages, although it has undoubtedly operated to some extent to retard the rate of advance.

OCCUPATIONS OF THE RACES EMPLOYED.

Complete information as to occupations engaged in was secured from 2,933 employees 18 years of age or over. As in the smelting and refining industry in Colorado, it was found that the better paid positions—those of foremen, engineers, and mechanics—were held very largely by native-born and immigrants from northern Europe, while immigrants from southern and eastern Europe were employed largely in the group of general laborers. This is shown by the table following.

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[a] Only seven-tenths of 1 per cent of all employees 18 years of age or over earned less than this amount. These were men employed in minor capacities and doing less than a full day's work.

TABLE 49.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	84	22	67	295
Negro	18			18
Native-born of foreign father	435	9	76	350
Total native-born	837	31	143	663
Foreign-born, by race:				
Canadian, French	23	1	5	17
Canadian, Other	117	9	29	79
Croatian	536	4	5	527
Dalmatian	17			17
English	81	9	15	57
German	100	4	12	84
Herzegovinian	59			59
Irish	413	10	11	392
Italian, North	132	3	3	126
Montenegrin	69			69
Norwegian	126	3	6	117
Polish	23	1	2	20
Russian	15			15
Scotch	31	1	4	26
Slovak	17		2	15
Slovenian	65		1	64
Swedish	184	5	21	158
Welsh	21	2	5	14
Other races[a]	67		1	66
Total foreign-born	2,096	52	122	1,922
Grand total	2,933	83	265	2,585

[a] Includes all races with less than 15 representatives.

It will be observed that of the 83 foremen 31 were native-born and 52 foreign-born, and that of the latter only 8—4 Croatians, 3 North Italians, and 1 Pole—were immigrants from the south or east of Europe. In the group of engineers and mechanics 143 were native-born and 122 foreign-born. The latter number includes only 13 immigrants from the south or east of Europe, viz, 5 Croatians, 3 North Italians, 2 Poles, 2 Slovaks, and 1 Slovenian. In the group of general laborers are found all of the south and east Europeans, except those noted above, to the number of 912, or somewhat less than half of the total number of general laborers, the remainder being native-born, Canadians, and north Europeans.

Reduced to percentages of the total number of employees of each race the occupational distribution was as follows:

TABLE 50.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	384	5.7	17.4	76.8
Negro	18	.0	.0	100.0
Native-born of foreign father	435	2.1	17.5	80.4
Total native-born	837	3.7	17.1	79.2

TABLE 50.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909*—Continued.

General nativity and race	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Foreign-born, by race:				
Canadian, French	23	4.3	21.7	73.9
Canadian, Other	117	7.7	24.8	67.4
Croatian	536	.7	.9	98.3
Dalmatian	17	.0	.0	100.0
English	81	11.1	18.5	70.3
German	100	4.0	12.0	84.0
Herzegovinian	59	.0	.0	100.0
Irish	413	2.4	2.7	94.9
Italian, North	132	2.3	2.3	95.5
Montenegrin	69	.0	.0	100.0
Norwegian	126	2.4	4.8	92.9
Polish	23	4.3	8.7	87.0
Russian	15	.0	.0	100.0
Scotch	31	3.2	12.9	83.9
Slovak	17	.0	11.8	88.2
Slovenian	65	.0	1.5	98.5
Swedish	184	2.7	11.4	85.8
Welsh	21	9.5	23.8	66.7
Other races [a]	67	.0	1.5	98.5
Total foreign-born	2,096	2.5	5.8	91.7
Grand total	2,933	2.8	9.0	88.1

[a] Includes all races with less than 15 representatives.

A larger percentage of the native-born employees than of the foreign-born are found in the group of foremen, the respective percentages being 3.7 and 2.5. In the next group, that of engineers and mechanics, the percentage of the native-born (17.1) is nearly three times that of the foreign-born (5.8). In the third group, which includes all laborers not previously included, the percentages are 79.2 of the native-born and 91.7 of the foreign-born.

As between the two classes of native-born, those of native father have a greater percentage employed as foremen than those of foreign father, nearly the same percentage employed as engineers and mechanics, and consequently a less percentage employed as general laborers.

Among the foreign-born, the French and "other" Canadians, the English, and the Welsh have the largest percentages engaged as foremen, engineers, and mechanics. Compared with the native-born of native father, all but one of these races, the English, have larger percentages in the group of foremen and all have larger percentages in the group of engineers and mechanics. Among the foreign-born races with the largest percentages of their members engaged as general laborers, the Herzegovinians and Montenegrins are most conspicuous, for they are confined entirely to this group. Other races of numerical importance with large percentages in the group of general laborers, and consequently low percentages among the foremen, engineers, and mechanics, are the Croatians with 98.3 per cent engaged as laborers, the Irish with 94.9 per cent, the North Italian with 95.5 per cent, the Norwegian with 92.9 per cent, and the Slovenians with 98.5 per cent.

The group of those classed as general laborers includes employees engaged in a variety of occupations ranging in the degree of skill, experience, and responsibility required from that of common laborer to those of "crane operators," "skimmers," "feeders," "dippers," and "furnacemen." Most of the latter, it was found, earned $4 per day. Hence, the receipt of this wage may be taken as marking an occupational advance above the grade of common laborer. Several races, notably the Herzegovinians and the Montenegrins, are represented only by laborers earning less than $4 per day, and but few of the Croatian, Slovenian, and Scotch laborers earned more than the rate indicated. The English and the Germans, on the other hand, reported most of their general laborers as being in the $4 wage division.

It is evident from the foregoing, after due allowance is made for differences in the period of residence, and for special skill or training acquired by members of certain races—particularly the English-speaking—before migrating to the United States, that the immigrants from the south and east of Europe rise more slowly in the occupational scale than do the immigrants from northern Europe and the native-born.

A larger proportion of the Slovaks (15 of 17, or 88.2 per cent) than of the English (of whom the corresponding proportion is 64 of 81, or 79 per cent), had resided in the United States for ten years or more. Yet, 82.3 per cent of the Slovaks were engaged as laborers earning less than $4 per day as against 61.7 per cent of the English. None of the Slovaks had risen to the position of foremen, while 11.1 per cent of the English were found in this occupation group. Among engineers and mechanics, the Slovaks were represented by 11.8 per cent of their number as against 18.5 per cent of the English. A somewhat larger proportion of the Norwegians—51 of 126, or 40.5 per cent—than of the Croatians, of whom the corresponding proportion is 189 of 536, or 35.3 per cent, had resided in the United States for ten years or more; but this fact is not sufficient to explain the diversity in occupational distribution existing between the two races. Of the Croatians, 94.6 per cent were engaged as laborers earning less than $4 per day as against 88.1 per cent of the Norwegians; only 0.7 of 1 per cent of the Croatians were employed as foremen as against 2.4 per cent of the Norwegians; and only 0.9 of 1 per cent of the Croatians were engaged as engineers and mechanics as against 4.8 per cent of the Norwegians.

The relatively slow occupational progress made by the immigrants from the south and east of Europe is partly to be explained by the greater difficulty experienced by these people in acquiring a knowledge of the English language and the inferior social position held by them with the consequent reluctance of "American" laborers to accept them as foremen. The principal explanation of the slowness of their progress, however, seems to be inferior qualifications. The truth of this assertion will appear from a consideration of employers' opinions of the races employed—a matter to be discussed in a later section.

HOURS AND EARNINGS OF LABOR.

Both the hours and the wages of labor in the smelters of Montana are fixed by collective bargaining—a situation which exists in few of the other localities covered by this report. The hours of labor for all occupations at both of the smelters investigated were eight per day for six days in the week.[a] Wages were much higher than in the smelting and refining industry in Colorado, the range being in general from \$3 [a] to \$7.70 per day. Common laborers were paid \$3 per day, the lower grade "general laborers" from \$3.25 to \$3.85, and the higher grade "general laborers" such as "crane operators," "skimmers," "feeders," and "dippers," \$4 per day. Stationary engineers were paid from \$3.25 to \$4.50 per day. Among mechanics, blacksmiths usually received \$4 or \$4.50; carpenters, \$4.50; machinists, \$4; pipefitters, \$3.50; and brick masons, \$6.15. Foremen were paid from \$3.25 to \$7.70 per day, the lower wage being received by "surface foremen" and the foremen of the "unloaders."

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[a] The hours of labor are also established at eight per day by a statute of the State of Montana regulating the length of the work day in mills and smelters for the treatment of ores and in underground mines.

Data as to earnings per day were secured from 2,924 employees 18 years of age of over.[b] These are presented in the form of percentages in the table next presented.

TABLE 51.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

[This table includes only races with 15 or more males reporting. The totals, however, are for all races.]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.							
		Under \$1.50.	\$1.50 and under \$1.75.	\$1.75 and under \$2.	\$2 and under \$2.50.	\$2.50 and under \$3.	\$3 and under \$3.50.	\$3.50 and under \$4.	\$4 or over.
Native-born of native father:									
White	400	0.0	0.0	0.3	0.3	1.3	64.0	8.0	26.3
Negro	18	.0	5.6	.0	.0	.0	94.4	.0	.0
Native-born of foreign father	426	.0	.5	.5	.7	.5	67.1	9.6	21.1
Total native-born	844	.0	.4	.4	.5	.8	66.2	8.6	23.1
Foreign-born:									
Canadian, French	23	.0	.0	.0	.0	.0	52.2	13.0	34.8
Canadian, Other	115	.0	.0	.0	.0	.9	54.8	7.8	36.5
Croatian	529	.0	.0	.0	.0	.0	91.7	4.3	4.0
Dalmatian	17	.0	.0	.0	.0	.0	100.0	.0	.0
English	81	.0	.0	.0	.0	.0	58.0	12.3	29.6
German	98	.0	.0	.0	.0	.0	75.5	7.1	17.3
Hersegovinian	59	.0	.0	.0	.0	.0	96.6	3.4	.0
Irish	411	.0	.0	.0	.0	.0	75.2	9.2	15.6
Italian, North	132	.0	.0	.0	.0	.0	83.3	7.6	9.1
Montenegrin	69	.0	.0	.0	.0	.0	100.0	.0	.0
Norwegian	124	.0	.8	.0	.0	.0	81.5	7.3	10.5
Polish	23	.0	.0	.0	.0	.0	73.9	17.4	8.7
Russian	15	.0	.0	.0	.0	.0	93.3	6.7	.0
Scotch	30	.0	.0	.0	.0	.0	76.7	13.3	10.0
Slovak	17	.0	.0	.0	.0	.0	82.4	11.8	5.9
Slovenian	63	.0	.0	.0	.0	.0	87.3	4.8	7.9
Swedish	186	.0	.0	.0	.0	.0	75.8	7.0	17.2
Welsh	21	.0	.0	.0	.0	.0	61.9	4.8	33.3
Total foreign-born	2,080	.0	.1	.0	.0	.1	80.7	6.9	12.2
Grand total	2,924	.0	.2	.1	.1	.3	76.5	7.4	15.3

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The lowest rate of earnings, it will be noted, is \$1.50 and under \$1.75, a rate which was received by only 0.2 per cent of the grand total. The largest wage group in the table is that for earnings of \$3 but under $3.50, a group which includes 76.5 per cent of the grand total. Only 0.7 per cent received less than $3,[a] while 22.7 per cent received $3.50 or more. This situation is in noteworthy contrast with that prevailing in the smelting and refining industry of Colorado, where, as has been seen, the largest wage group is that for earnings of $2 but under $2.50, with 43.2 per cent of the grand total included, and the wage groups for earnings of $3 or over include only 11.4 per cent of the total.

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[a] Only 22 of 2,924 employees 18 years of age or over reporting complete data as to earnings, received less than \$3 per day. Some of these were apprentices to mechanics, while others were men employed in minor capacities because unable to do a full day's work.

[b] Data were also secured from 21 youths of 14 but less than 18 years of age. Of these 13 earned \$1.50 but under \$1.75, 1 earned \$1.75 but under \$2, 2 earned \$2 but under \$2.50, and 5 earned \$3 but under \$3.50. As to nativity 15 of these youths were native-born and 6 foreign-born.

Native-born employees in Montana are found in greater proportions than the foreign-born in the two groups earning $3.50 or over. Of the native-born 8.6 per cent earned $3.50 and under $4, and 23.1 per cent $4 or over, as against 6.9 per cent of the foreign-born who earned $3.50 and under $4, and only 12.2 per cent who earned $4 or over. Compensating variations are found chiefly in the $3 and under $3.50 group, which includes 66.2 per cent of the native-born as against 80.7 per cent of the foreign-born. There is also a considerable difference in the aggregate percentages of employees earning less than $3 per day, the percentage for the native-born being 2.1 while that for the foreign-born is only 0.2 per cent. This is partially explained by the larger number of mechanics' apprentices found among the native-born. Comparing the two classes of native-born white men, it will be seen that those of native father are relatively more important in the highest wage group (that for earnings of $4 or over) than those of foreign father, and relatively less important in the largest group (that for earnings of $3 and under $3.50).

Among the foreign-born, the greatest concentration in the highest group is shown by the Canadians, both French and "other," the English, and the Welsh, whose percentages in this group considerably exceed those of the native-born. In the next group, that for earnings of $3.50 but under $4, the French Canadians and English are still proportionally more numerous than the native-born. The Irish, Polish, Scotch, and Slovak also have higher percentages in this group than the native-born. The greatest concentration in the principal group of the table, that for earnings of $3 but under $3.50, is shown among races of numerical importance by the Montenegrins, with 100 per cent of their number, the Herzegovinians with 96.6 per cent, and the Croatians with 91.7 per cent. The Canadians and English, in consequence of their large percentages in the higher wage groups, are represented by the lowest percentages found in the $3 and under $3.50 group, the percentage for the "other" Canadians being 54.8 and that for the English 58.

Among other races not discussed above, the Germans, North Italians, and Slovenians, as regards earnings received, are in an intermediate position, with reference to the Canadians, English, Welsh, and native-born on the side of higher earnings, and the Montenegrins, Herzegovinians, and Croatians on the side of the lower earnings. The differences in the earnings of different races which have been noted above are due entirely to differences in occupations. Wages for all occupations are fixed in the union scale and are uniform for all races.

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[a] These were men employed in minor capacities and doing less than a full day's work.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages at the two smelters investigated in Montana are paid monthly in bank checks, which are cashed without discount at the local banks. One company operates a boarding and lodging house with accommodations for about 200 of its 1,400 employees, but patronage is not compulsory and the prices, ranging from $28 to $40 per month, according to the kind of room occupied, are no higher than those prevailing elsewhere in the community for the same quality of service. This company also owns 40 dwelling houses which it rents to employees. These houses were characterized as "first class" by the special agent of the Commission and were found by him to be rented at rates comparing favorably with the rents of other dwelling houses in the city. The other company operates no boarding and lodging houses and rents no dwelling houses to its employees.

The only compulsory deduction from wages at the two smelters is the hospital fee, which in neither case can be called excessive. At one smelter the fee is $1 per month. This entitles any employee to such treatment at "the Sisters' Hospital" as may be necessary to insure his recovery from accident or from sickness (except that arising from venereal diseases). At the other smelter the fee is $2 for married men and $1 for single men, the additional dollar charged married men being for the extension of the privilege of hospital and medical service to their families. This service includes such care as may be necessary to insure recovery from accident or from sickness and is arranged for through contracts with three local physicians who, in turn, have contracts with two local hospitals. There is said to be no liability to accidents and disease, except that which may properly be called vocational. Other than this no information could be secured as to the number and character of accidents. Among diseases incidental to the nature of the work "smelters' cough" is the only one prominently mentioned. This is an affection due to the breathing of sulphur dioxide, which, though rather common, is said by physicians never to be fatal.

RELATIONS BETWEEN THE RACES EMPLOYED.

At work the different races employed are never purposely segregated, but race segregation sometimes occurs as the result of the preponderance of certain races in certain occupations. Socially there exists the same line of cleavage that was found among smelter and refinery employees in Colorado. The native-born and the north Europeans associate freely with each other, but hardly at all with immigrants from the south and east of Europe. The latter, as a rule, colonize by races, or by groups of allied races, in boarding and lodging houses for single men and in tenement districts for men with families. At Great Falls, for example, there is a section of the town known as "Little Chicago," which is populated almost entirely by members of the Austrian and Italian races.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

Employers' opinions of the races employed in the smelting industry in Montana do not differ materially from those expressed of the same races in the smelting and refining industry in Colorado. Native-born and north Europeans are preferred for the supervisory and mechanical occupations, as well as for those which may be designated as general labor. Of the immigrants from the south and east of Europe, the Austrian races meet with the greatest favor, while the Montenegrins are classed as the least desirable. The second generation of immigrants; that is, the native-born of foreign fathers, are generally considered somewhat superior to the first generation, largely because of superior education.

CHAPTER IX.

SMELTING IN ARIZONA.

[For General Tables see pp. 602 to 610.]

INTRODUCTION.

The investigation of the labor supply of the smelting industry in Arizona was discontinued before completion, like that of the labor supply of the metalliferous mines in the same State, because of the suspension of the field work of the Commission. Data had been secured, however, from 1,566 employees at two large smelters located at Clifton and Douglas, respectively, and these data have been used as the basis for the following sections on the races employed, their occupations, and earnings.

RACES EMPLOYED.

More than seven-tenths of the employees from whom data were obtained were foreign-born and six-tenths were Mexicans. More than four-tenths of the immigrants had come to the United States within the past five years, and more than seven-tenths within the past ten years. More than one-half of all employees were married, and nearly seven-tenths of the married immigrants had their families with them. Less than one-third of all employees knew English as their native tongue, and of the remainder—largely Mexicans—only one-seventh had learned to speak the language. As to political condition of those immigrants who had been in the United States five years or more and who were 21 years or over at the time of coming, more than four-fifths were still aliens.

Of the 1,566 employees covered by this chapter, 317 were native-born whites of native father, 4 were native-born negroes, 129 (including 58 Mexican-Americans) were native-born of foreign father, and 1,116 were foreign-born. Of the last named, 947, or 84.9 per cent (60.5 per cent of all employees), were Mexicans. The remainder of the foreign-born were chiefly English-speaking immigrants and other north Europeans,[a] the largest number of representatives of any one race being 31 of the English.

All of the 1,116 immigrants reported complete data as to years of residence in the United States. These are presented in the table which follows.

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[a] In this chapter the terms north European, south European, and east European include the following races represented at the smelters investigated in Arizona: North Europeans: Danish, English, French, German, Irish, Norwegian, Scotch, Swedish, Welsh. South Europeans: Italian, North; Italian, South; Spanish. East Europeans: Bohemian and Moravian, Croatian, Slovenian.

TABLE 52.—*Number of foreign-born male employees in the United States each specified number of years, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5.	5 to 9.	10 to 14.	15 to 19.	20 or over.
English	31	9	6	2	3	11
German	15	4	1	3	....	7
Irish	21	4	1	3	3	10
Mexican	947	438	273	117	68	51
Scotch	19	10	4	1	....	4
Swedish	16	5	6	1	....	4
Other races [a]	67	27	13	7	5	15
Total	1,116	497	304	134	79	102

[a] Includes all races with less than 15 representatives.

Of the 1,116 immigrants, 497, or 44.5 per cent, had been in the United States less than five years, and 801, or 71.8 per cent, less than ten years. This distribution, of course, is controlled by the Mexicans, of whom 438 of 947, or 46.3 per cent, had been in the United States less than five years, and 711 of 947, or 75.1 per cent, less than ten years. Of the other races enumerated, the English, German, and Irish reported the majority of their representatives as having resided in the United States for ten years or more, and a large proportion as having resided here for twenty years or more. The Scotch and the Swedish, on the other hand, reported two-thirds of their numbers as being residents of less than ten years' standing.

Of the 1,566 employees from whom data were collected, 1,552 reported as to their conjugal condition. Of this number, 803 were married, 695 were single, and 54 widowed, as shown in the table next presented.

TABLE 53.—*Conjugal condition of male employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father:				
White	313	143	159	11
Negro	4	1	3	....
Native-born of foreign father:				
Mexican-American	57	28	28	1
Others	71	33	37	1
Total native-born	445	205	227	13
Foreign-born, by race:				
English	30	10	17	3
German	15	9	6	....
Irish	21	10	10	1
Mexican	941	411	498	32
Scotch	19	7	11	1
Swedish	16	11	4	1
Other races [a]	65	32	30	3
Total foreign-born	1,107	490	576	41
Grand total	1,552	695	803	54

[a] Includes all foreign-born races with less than 15 representatives.

The native whites born of native father, the native-born of foreign father, and the foreign-born reported practically the same proportions of their members as being married, the percentages being, respectively, 50.8, 50.8, and 52. Among the different races of the foreign-born, however, greater variations appear. The married immigrants included 498 of 941 Mexicans, or 52.9 per cent; 17 of 30 English, or 56.7 per cent; 10 of 21 Irish, or 47.6 per cent; and 4 of 16 Swedes, or 25 per cent.

Of the 576 married immigrants, 575 reported the location of their wives, 401 as in the United States and only 174 as abroad. This situation is explained again by the preponderating influence of the Mexicans, a fact which brings out a noteworthy contrast between these Mexicans and those reported upon in the chapter on metalliferous mining in Arizona. Of the latter, it will be recalled, only 153 of 298, or 51.3 per cent, of those who were married had their wives in the United States, while of the Mexicans employed in the smelters investigated in Arizona the corresponding proportion is 332 of 497, or 66 per cent.

Of the immigrants of non-English-speaking races, 996 reported as to their ability to speak, read, and write the English language. The data thus secured are presented in the table following.

TABLE 54.—*Ability of foreign-born male employees to speak, read, and write English, by race, 1909.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		
		Speak English.	Read English.	Read and write English.
German	15	15	15	14
Mexican	918	82	51	44
Swedish	16	16	15	15
Other races[a]	47	31	26	23
Total	996	144	107	96

[a] Includes all races with less than 15 representatives.

Only 144 of the total of 996 included in the table could speak English, and but 107 could read the language, while a still smaller number, 96, could both read and write it. These low proportions are of course controlled by the Mexicans, of whom only 82 of 918, or 8.9 per cent, could speak English, 51, or 5.6 per cent, read, and 44, or 4.8 per cent, both read and write the language. Of the two other races enumerated in the table, all of 15 Germans and 16 Swedes could speak English, all of the Germans and all but 1 of the Swedes could read the language, and all but 1 of each race could both read and write it.

Of those immigrants who had been in the United States five years or over and who were 21 years of age or over at the time of coming, 261 reported as to their political status. Of this number, 208 were Mexicans and the totals accordingly show a very large proportion of aliens, 225 still being in that category, as against 17 who had become citizens and 19 who had secured first papers only. Only

2 of the 208 Mexicans had become citizens, and but 3 more had taken out first papers. This fact supports the statement made in the chapter on metalliferous mining in Arizona, that Mexican immigrants rarely become citizens of the United States. Of the 53 individuals of other races who reported as to their political condition, 15 had secured second papers, 16 had secured first papers only, and 22 were still aliens.

OCCUPATIONS OF THE RACES EMPLOYED.

As is true of the metalliferous and smelting industries elsewhere in the West, the foremen, engineers, and mechanics in the smelters investigated in Arizona were almost all native-born or north Europeans. The following table illustrates the occupational distribution of the races employed:

TABLE 55.—*Number of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	307	27	96	184
Negro	4	....	....	4
Native-born of foreign father:				
Mexican-American	52	....	5	47
Others	68	11	22	35
Total native-born	431	38	123	270
Foreign-born, by race:				
English	30	2	17	11
German	15	5	....	10
Irish	21	4	5	12
Mexican	922	6	14	902
Scotch	19	2	4	13
Swedish	15	....	3	12
Other races[a]	66	9	8	49
Total foreign-born	1,088	28	51	1,009
Grand total	1,519	66	174	1,279

[a] Includes all races with less than 15 representatives.

Of the 66 foremen, it will be seen that 27 were native-born of native father; 11, native-born of foreign father; and 22, north Europeans and members of "other races." Only 6 were Mexicans. Of the 174 engineers and mechanics, 96 were native-born whites of native father; 27, including 5 Mexican-Americans, were native-born of foreign father; 37 were north Europeans or members of "other races," and only 14 were Mexicans. Of the 1,279 general laborers, on the other hand, 902 were immigrant Mexicans, 47 were Mexican-Americans, and at least 21 (included in the table among the 184 native-born whites of native father) were of Mexican-American descent. After the Mexicans the races numerically most important as general laborers were the native-born whites of native father, who were represented by 163 individuals (exclusive of the 21 American-born Mexicans just referred to) and the native-born of native father, other than the Mexican-Americans, who were represented by 35 individuals.

The proportion of each race employed in each occupation group is shown in the next table.

TABLE 56.—*Per cent of male employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were— Foremen.	Per cent who were— Engineers and mechanics.	Per cent who were— General laborers.
Native-born of native father:				
White	307	8.8	31.3	59.9
Negro	4	.0	.0	100.0
Native-born of foreign father:				
Mexican-American	52	.0	9.6	90.4
Other races	68	16.2	32.4	51.5
Total native-born	431	8.8	28.5	62.6
Foreign-born, by race:				
English	30	6.7	56.7	36.7
German	15	33.3	.0	66.7
Irish	21	19.0	23.8	57.1
Mexican	922	.7	1.5	97.8
Scotch	19	10.5	21.1	68.4
Swedish	15	.0	20.0	80.0
Other races [a]	66	13.6	12.1	74.2
Total foreign-born	1,068	2.6	4.7	92.7
Grand total	1,519	4.3	11.5	84.2

[a] Includes all races with less than 15 representatives.

The most important facts emphasized by this table are (1) the relatively large percentages of the native-born and the English-speaking immigrants employed as foremen, engineers, and mechanics, and (2) the large percentages of the immigrant Mexicans and the Mexican-Americans employed as general laborers.

The largest percentage of foremen, 33.3, is that of the Germans, who, however, have only 15 representatives in the table. The largest percentage of engineers and mechanics is that of the English, who reported 56.7 per cent of their number as being in this occupation group. The largest percentage reported in the group of general laborers, aside from the 100 per cent of the 4 Negroes, is that of the Mexicans, which is 97.8 per cent.

As between the native-born and the north European races enumerated, the latter had somewhat higher percentages of their aggregate number employed as foremen and engineers and mechanics than did the native-born. These percentages were 13 employed as foremen and 29 employed as engineers and mechanics, as against the corresponding percentages of 8.8 and 28.5 of the native-born. Of the two divisions of the native-born, those of foreign father show 16.2 per cent employed as foremen as against 8.8 per cent of the native whites born of native father, and 32.4 per cent employed as engineers and mechanics, as against 31.3 per cent of the native whites born of native father.[a]

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[a] Great variations in the occupational distribution of the individual north European races are exhibited in the table, but these variations may be due as much to the small number of employees represented as to other causes, and for this reason no further comparisons are made.

The group of "general laborers" is composed of a large number of men employed in a variety of occupations too numerous for separate classification. These occupations, including those of all wage-earners other than foremen, engineers, and mechanics, range in degree of intelligence, experience, and responsibility required, from those of common laborers to those of the men employed as furnacemen, tappers, punchers, and feeders. The Mexicans are employed largely at common labor, but whether employed at this or at work of higher grade, most of which is done by native-born and north Europeans, they are paid, as a rule, lower wages than those received by "white" laborers engaged in the same or similar kinds of work. This point, however, can best be discussed in the section following.

HOURS AND EARNINGS OF LABOR.

The hours of labor at the smelters investigated ranged from eight to twelve per day. The furnacemen, feeders, tappers, punchers, vanners, jigmen, and their helpers worked eight hours, as did also the engineers, motormen, and firemen. Some mechanics worked eight hours, some nine hours, and others ten. General laborers, other than those named above, worked from eight to twelve hours, but most commonly eight or nine hours.

Wages ranged from $1.50 per day, the rate received by over 40 per cent of the Mexicans, to more than $8 per day, which was paid to a few of the foremen. General laborers were paid wages varying from the lower rate named to $4.32 per day. Few, however, received more than $3.50. Of the Mexicans employed as general laborers, 87.3 per cent were paid less than $2.50 per day, while of the foreign-born other than Mexicans in this occupation group, 85 per cent received more than $2.50 per day. The great majority of the general laborers of the native-born and the north European races received from $2.50 to $3.50 per day. The differences in the wages paid Mexicans and those paid native-born and north Europeans employed as general laborers are partly due to differences in the places held by individuals of these races as general laborers, but they are largely accounted for by discrimination against the Mexicans in the payment of wages.

The wages paid engineers and mechanics ranged from $2.55 per day, paid a car repairer, to $4.75 paid some of the engineers. Blacksmiths, as a rule, received $3.50 per day; boiler makers, $3.75; carpenters, machinists, cranemen, and bricklayers, $4; tinsmiths and iron molders, $4.25. Foremen received from $2.75 per day, paid the foreman of the relining pit at one smelter, to more than $8 per day, paid the foreman of the concentrator at the second smelter.

The table following shows the proportion of the adult employees of each race conspicuous in the labor supply of the establishments investigated earning each specified rate of wages per day. Data were also secured from 39 youths 14 but under 18 years of age, of whom 2 earned $1 but under $1.25; 1, $1.25 but under $1.50; 15, $1.50 but under $1.75; 12, $1.75 but under $2; 3, $2 but under $2.50; 5, $2.50 but under $3; and 1, $3.50 but under $4.

TABLE 57.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

[This table includes only races with 15 or more males reporting. The totals, however, are for all races.]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.							
		Under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	307	0.0	2.0	3.6	3.9	17.3	28.0	20.2	25.1
Native-born of foreign father	120	.0	12.5	8.3	12.5	20.8	16.7	9.2	20.0
Total native-born	431	.0	4.9	4.9	6.3	18.8	24.8	16.9	23.4
Foreign-born:									
English	30	.0	.0	.0	10.0	10.0	10.0	6.7	63.3
German	15	.0	.0	.0	6.7	.0	60.0	20.0	13.3
Irish	21	.0	.0	4.8	.0	9.5	23.8	19.0	42.9
Mexican	929	.0	45.5	21.3	18.0	12.6	2.3	.2	.1
Scotch	19	.0	.0	.0	21.1	21.1	31.6	.0	26.3
Swedish	16	.0	.0	.0	.0	6.3	31.3	43.8	18.8
Total foreign-born	1,096	.0	30.3	18.5	16.3	12.1	6.1	2.9	4.7
Grand total	1,527	.0	29.6	14.7	13.5	14.0	11.4	6.9	10.0

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The largest wage group of the table is that for employees earning $1.50 but under $1.75, the lowest wages received by any adult employee. The importance of this wage group, however, is entirely due to the influence of the Mexicans, the Mexican-Americans, and the Americans of Mexican descent, who include almost all of the employees within the group. Among the native-born, including the 21 Americans of Mexican descent and the 53 Mexican-Americans, the principal wage group is that for earnings of $3 but under $3.50 per day. This group, however, contains but 24.8 per cent of the total. Of the remainder of the native-born, a greater proportion earned more than the wages indicated than earned less, the percentage of the total earning $3.50 or more per day being 40.3, as against 34.9 per cent earning less than $3. Among the foreign-born the representatives of the north European races enumerated are found, as a whole, to an even greater extent in the higher wage groups than are the native-born. Of the two divisions of the native-born, those born of native father show earnings which are considerably higher than those of foreign father. This is largely due to the fact that 34 of the 53 Mexican-Americans included among the native-born of foreign father earned less than $2.50 per day and 50 less than $3 per day. Among the north Europeans the English are conspicuous for the very large percentage (63.3) of their number found in the group of employees earning $4 or over per day. This percentage is almost exactly the same as that of the English employed as foremen, engineers, and mechanics,[a] the occupations for which the highest wages are paid. After the English, the Irish show the highest rate of earnings, 42.9 per cent of their number receiving $4 or more per day and 19 per cent receiving $3.50 but under $4 per day. The Swedes follow the Irish, in respect to the rate of earnings, with 18.8 per cent of their number receiving $4 or over, and 43.8 per cent receiving $3.50 but under $4. Turning to the Mexicans, it will be noted that 45.5 per cent of the laborers of this race earned $1.50 but under $1.75 per day, the lowest wages reported in the table, and that, all told, 66.8 per cent earned less than $2, which was the lowest wage recorded for their north European competitors, while 97.4 per cent earned less than $3 per day.

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[a] Cf. Table 56.

CHAPTER X.

THE SMELTING AND REFINING OF METALLIFEROUS ORES IN UTAH.

[For General Tables see pp. 611 to 618.]

INTRODUCTION.

Only one establishment was investigated in Utah. The Commission had planned a much more extensive investigation of the smelting and refining industry in the State but was unable to carry out its plans because of the suspension of its field work. The establishment investigated is a crusher and concentrator for copper ores and is located near Salt Lake City. Data were obtained from 734 of the 800 employees.

RACES EMPLOYED.

Employees are chosen as a rule from men who apply personally for work, though occasionally, when help is scarce, "interpreters" are sent out to secure Greeks, Austrians, or Italians. The Japanese employed are secured from a Japanese contractor in Salt Lake City who collects a commission of 5 per cent from the wages of each man furnished.

The foreign-born employees of the plant aggregated not quite half of those reporting data. The races most conspicuous among the foreign-born were the Greeks and Japanese, who, taken together, constituted more than half of the total, the remainder being composed of representatives of 20 other races. Almost half of the foreign-born had migrated to the United States within the past five years and seven-tenths had come within the past ten years. Less than half of either the native-born or the foreign-born were married, and of the married immigrants, the majority reported their wives as living abroad. Less than two-thirds of the immigrants of non-English-speaking races had acquired a speaking knowledge of the English language and much less than half could read or write it. As to political status, of the Caucasian immigrants who had been in the United States for five years or more and who were 21 years of age or over at the time of coming, over four-tenths were still aliens.

Of the 734 employees reporting complete data, 386 were native-born and 348 foreign-born. Among the former those born of native father were most numerous, being represented by 214 individuals as against 172 of those of foreign father. The races most important among the native-born of foreign father were the English-Americans with 46 representatives, the Danish-Americans with 27, and the German-Americans with 23. Of the 348 foreign-born, the Greeks with 121 individuals and the Japanese with 65 were by far the most numerous races represented. Next to them in numerical importance came the English with 38 individual and the Danish and the Swedish with 22 each.

All of the foreign-born employees reported as to years of residence in the United States. Presented in tabular form the data given are as follows:

Table 58.—*Number of foreign-born male employees in the United States each specified number of years, by race, 1909.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	Number who have been in the United States—				
		Under 5 years.	5 to 9 years.	10 to 14 years.	15 to 19 years.	20 years or over.
Danish	22	4	6	2	1	9
English	38	9	9	3	2	15
German	17	2	3	1	5	6
Greek	121	98	22	1	....	....
Irish	15	2	3	1	2	7
Japanese	65	39	20	6	....	....
Swedish	22	4	2	2	7	7
Other races	48	15	7	7	5	14
Total	348	173	72	23	22	58

Of the total of 348 immigrants, 173, or nearly half, had immigrated to the United States within the past five years, and 245 had come within the past decade. Only 103 immigrants, therefore, had resided in the United States for ten years or over. Of this number 58 had been here for twenty years or over.

Less than half of the employees who reported complete data were married. This is shown in the table following.

Table 59.—*Conjugal condition of employees, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Single.	Married.	Widowed.
Native-born of native father, White	213	106	101	6
Native-born of foreign father	172	90	81	1
Total native-born	385	196	182	7
Foreign-born, by race:				
Danish	22	10	10	2
English	38	14	23	1
German	17	7	9	1
Greek	121	86	32	3
Irish	15	9	6	....
Japanese	62	30	32	....
Swedish	22	6	16	....
Other races	48	28	19	1
Total foreign-born	345	190	147	8
Grand total	730	386	329	15

Only 4 races, it will be noted, reported a majority of their representatives as married. These are the English, Germans, Swedes, and Japanese. Of the 147 married immigrants, all reported the location of their wives, 81 as in the United States and 66 as abroad. The large proportion reporting wives abroad is explained by the fact that none of the wives of the 32 married Greeks and only one of the wives of the 32 married Japanese had migrated to the United States.

All but two of the immigrants of non-English-speaking races reported as to their ability to speak, read, and write the English language. The information received is presented in the following table:

TABLE 60.—*Ability of foreign-born employees to speak, read, and write English, by race, 1909.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Speak English.	Read English.	Read and write English.
Danish	22	22	22	21
German	17	17	16	16
Greek	121	68	36	33
Japanese	63	18	7	7
Swedish	22	22	22	21
Other races	28	26	17	16
Total	273	173	120	114

Of the total of 273 reporting data, 173 could speak English, 120 could read, and 114 could both read and write the language. The greatest facility in the use of English is shown by the Danes and Swedes, all of whom could read as well as speak the language, and all but two of whom (one of each race), could write as well as speak and read it. All of the Germans also could speak the language, and 16 of 17 of them could read and write it. The poorest command of English is shown by the Japanese, of whom only 18 of 63 could speak the language, and only 7 read and write it. Of the Greeks 68 of 121 could speak English but only 36 could read and only 33 could read and write it. The differences in the ability of these races to use English are due in part to differences in the length of residence in the United States and in part to differences in the native languages. The Greeks and the Japanese are not only the most recent immigrants enumerated in Table 60, but they are also the races whose native languages are the most unlike the English.

Of those immigrants who had been in the United States for five years or longer and who were 21 years of age or over at the time of arrival, 39[a] reported complete data as to their political status. Of this number 11 had secured their second naturalization papers, 11 had taken out first papers, and 17 were still aliens.[b]

RACE CHANGES.

The establishment investigated was not placed in operation until 1907 and consequently its history is of little value in a consideration of race changes in the smelting industry in Utah as a whole. Its history is of value, however, for the light that it throws on the racial composition of the general labor supply at present available in and about Salt Lake City, in the vicinity of which the plant is located. When actual operation was begun, Greeks, who had been exclusively employed as common laborers during the period of construction, were retained to do the common labor of the establishment and native-born and north Europeans[a] were engaged for the supervisory and mechanical work. Late in the autumn of 1908, the Greeks went on strike to secure the higher wages which they had learned were paid by other companies. The strike was begun without a formal presentation of demands and though the company acceded to the demands when made, so many of the Greeks failed to return to work that the company was compelled to secure laborers of other races. Accordingly, Japanese and a few Austrians and Italians were brought in to fill the places left vacant by the Greeks. The Greeks, however, still remain the predominant foreign element in the labor supply.

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[a] The Japanese, because ineligible for citizenship, are not included in this number.

[b] No comparisons between races are made as to political status, because the numbers reporting are too small to be representative.

OCCUPATIONS OF THE RACES EMPLOYED.

The highest paid positions at the establishment investigated were held almost exclusively by the native-born and immigrants from northern Europe, while the Greeks and the Japanese were confined almost entirely to the group of general laborers. This is shown in the table next presented.

TABLE 61.—*Number of employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Number who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father, White	200	18	75	116
Native-born of foreign father	166	11	57	98
Total native-born	375	29	132	214
Foreign-born, by race:				
Danish	22	2	5	15
English	38	1	16	21
German	17	....	8	9
Greek	121	2	....	119
Irish	15	2	4	9
Japanese	65	2	....	63
Swedish	22	1	11	10
Other races [a]	46	3	17	26
Total foreign-born	346	13	61	272
Grand total	721	42	193	486

[a] Includes all races with less than 15 representatives.

The great majority of the foremen, engineers, and mechanics were native born. Of the 40 foremen, only 11 were immigrants. Two of these were Japanese and 2 were Greeks. Of the 193 engineers and mechanics, only 61 were foreign-born, and none of the latter were either Japanese or Greeks. All but 2 of the Japanese and all but 2 of the Greeks, therefore, are included in the group of general laborers. This group also includes a large proportion of the native-born and the north Europeans, as appears in the table, but members of these races were employed largely in positions requiring responsibility or experience, while Greeks and Japanese were employed entirely as unskilled laborers. This fact does not appear in the table given, but will be brought out later in the discussion of earnings.

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[a] In this chapter the terms "north European," "south European," and "east European" include the following races represented at the establishment investigated in Utah:

North European.—Danish, Dutch, English, French, German, Irish, Norwegian, Scotch, Swedish, Welsh.

South European.—Greek; Italian, North.

East European.—Bohemian and Moravian, Croatian, Russian, Slovenian.

Expressed in percentages of the total number of employees, the proportion of the representatives of each race engaged in each group of occupations is shown in the table following.

TABLE 62.—*Per cent of employees 18 years of age or over in each specified occupation group, by general nativity and race, 1909.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father, White	209	8.6	35.9	55.5
Native-born of foreign father	166	6.6	34.3	59.0
Total native-born	375	7.7	35.2	57.1
Foreign-born, by race:				
Danish	22	9.1	22.7	68.2
English	38	2.6	42.1	55.3
German	17	.0	47.1	52.9
Greek	121	1.7	....	98.3
Irish	15	13.3	26.7	60.0
Japanese	65	3.1	.0	96.9
Swedish	22	4.6	50.0	45.5
Other races [a]	46	6.5	37.0	56.5
Total foreign-born	346	3.8	17.6	78.6
Grand total	721	5.8	26.8	67.4

[a] Includes all races with less than 15 representatives.

The most important fact emphasized by this table, aside from the concentration of the Greeks and Japanese in the lowest-paid occupation group, is the large percentages of the native-born (35.2), the English (42.1), the Germans (47.1), and the Swedes (50), who were engineers and mechanics.[a]

The predominance of the native-born and the north Europeans in the higher occupations and the restriction of the Greeks and Japanese to the lower is explained largely by differences in previous training, years of residence in the United States, and ability to use the English language. The latter two points have been discussed in a preceding section. In regard to previous experience, it may be said that most, if not all, of the native-born and north European foremen, engineers, and mechanics had acquired the training necessary in their occupations before coming to the establishment investigated, while few, if any, of the Greeks and Japanese had had any previous experience in the industry.

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[a] The large proportions of the representatives of these races, found in the group of engineers and mechanics, is explained by the fact that a large number of repairmen, employed as a rule at $2.50 per day, were classed as mechanics. This number included 44 native-born of native father, 31 native-born of foreign father, 3 Danes, 5 English, 6 Germans, and 6 Swedes.

HOURS AND EARNINGS OF LABOR.

As in the smelters and refineries investigated in Colorado, the employees covered by this chapter were not unionized. Hours of labor, however, are regulated by statute law [a] at eight per day [b] for all laborers actually employed in the work of crushing and concentrating. Mechanics and a few other employees work nine hours per day. The working week is six days.

Wages ranged from $1.60 per day for Japanese engaged in common labor to $7.69 ($200 per month) for some of the foremen. All of the 63 Japanese included in the occupation table in the previous section were paid $1.60 per day. The wages paid Greeks varied from $1.60 to $2.50 per day, but the great majority, 73 of 121, received $1.75 for nine hours' work. Only one employee not a Greek or Japanese was paid less than $2 per day, and most of the native-born and north Europeans engaged as "general laborers" were paid $2.50 per day. A large proportion of the "general laborers" of these races, as indicated above, were employed in positions requiring responsibility or previous experience, but enough of them were occupied as unskilled laborers to prove that discrimination in the payment of wages is exercised against the Greeks and the Japanese. Discrimination is exercised, moreover, in the payment of wages as between the two races last named. The higher wage of $1.75 received by the majority of the Greeks, many of whom were still engaged in construction work, is accounted for by the nine-hour workday, but the 20 Greeks who received $1.80 per day, the 8 who received $2, and 2 of the 10 who received $2.50, worked only the eight hours worked by the Japanese. The wages paid mechanics were only slightly less per day as a rule than those paid mechanics at the mines and smelters investigated in Montana, but they were considerably less per hour because of the fact that nearly all of the mechanics at the Utah establishment worked nine hours per day instead of the eight hours constituting the workday in Montana. The lowest wage paid to mechanics was $2.50 for sheet-metal workers and repairmen, and the highest was $6, for bricklayers (for eight hours' work). Pipe fitters were paid $3.50, electricians $3.75 and $4, and blacksmiths and carpenters $4.

Data as to the rate of earnings per day were secured from 729 adult employees.[c] The table following shows the percentage of the representatives of each race earning each specified rate at the establishment investigated.

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[a] The act (found in "Labor laws of the United States," Twenty-second Annual Report of the Commissioner of Labor, p. 142), limits the period of employment "in smelters and all other institutions for the reduction or refining of ores or metals" to eight hours per day.

[b] The men work in three shifts per day.

[c] Data were also secured from 5 youths, 14 but under 18 years of age, of whom 4 earned $2.50 but under $3, and 1, $2 but under $2.50.

TABLE 63.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White.	213	0.0	0.0	0.0	59.6	12.2	8.0	20.2
Native-born of foreign father, by country of birth of father	169	.0	.0	.0	59.2	15.4	5.3	20.1
Total native-born	382	.0	.0	.0	59.4	13.6	6.8	20.2
Foreign-born, by race:								
Danish	22	.0	4.5	.0	68.2	13.6	9.1	4.5
English	38	.0	.0	2.6	47.4	26.3	7.9	15.8
German	17	.0	.0	.0	70.6	11.8	.0	17.6
Greek	121	6.6	77.7	6.6	9.1	.0	.0	.0
Irish	15	.0	.0	.0	60.0	13.3	13.3	13.3
Japanese	65	96.9	1.5	.0	.0	1.5	.0	.0
Swedish	21	.0	.0	.0	57.1	14.3	4.8	23.8
Other races	48	.0	.0	.0	68.8	10.4	4.2	16.7
Total foreign-born	347	20.5	27.7	2.6	31.7	7.5	2.9	7.2
Grand total	729	9.7	13.2	1.2	46.2	10.7	4.9	14.0

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The largest wage group in the table is that of employees earning $2.50 but under $3. This group includes 59.4 per cent of the native-born and 31.7 per cent of the foreign-born. For the native-born the wages indicated are the lowest received, 40.6 per cent receiving higher wages. Of the foreign-born, on the other hand, 50.8 per cent earned lower, and only 17.6 per cent earned higher wages. The two divisions of the native-born are found in approximately equal proportions in the $2.50 but under $3 group and in the $4 or over group, but some variation to the advantage of the native-born of native father is found in the two groups comprising employees earning $3 but under $4.

Among the foreign-born, the Swedes show a wage distribution closely approximating that of the native-born, and the English show one for which the average wage should be little if any lower than the average wage of the native-born. Taken as a whole, the north Europeans included in the table show a greater concentration than the native-born in the lower wage groups, but the controlling factors in the wage distribution of the foreign-born are the Greeks and Japanese. For the former the highest wage group is that of employees earning $2.50 but under $3, the group which is the lowest wage group for the native-born. This group, moreover, includes only 9.1 per cent of the Greeks, the greater part of the remainder—77.7 per cent of the total—being found in the group of employees earning $1.75 but under $2. The Japanese, as indicated above, received lower wages than even the Greeks, and their principal wage group is that of employees earning $1.50 but under $1.75 (the exact rate is $1.60 as previously stated), which includes 96.9 per cent of their number.

To summarize, the differences in the wages paid native-born and north European employees and those paid Greeks and Japanese are due (1) to the fact that the latter are employed almost exclusively as common laborers, while the former hold almost all of the supervisory, mechanical, and semiskilled positions, and (2) to the fact that Greeks and Japanese are paid lower wages than native-born and north Europeans engaged with them in common labor.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages are paid monthly in checks which are cashed without discount at the location of the plant or at Salt Lake City. The town is a "company town" and the company accordingly furnishes dwelling houses for those employees who have families with them, and dormitories for those who are single. The company, however, furnishes no board. The dwelling houses, which were characterized by the agent of the Commission as "good frame houses" are rented for $3 per room per month, including water. Some of the few Italians and Austrians employed own the houses which they occupy and pay the company a rent of 50 cents per month for the land on which the houses are located. For "white men" without families the company maintains a dormitory for which the charge for each man is $1 per month. The service rendered includes the supply of bedding and the laundering of bedding and towels. For the Greeks and the Japanese the company furnishes bunk houses with running water for the price charged "white men" at the dormitory. This price, however, covers neither bedding nor laundry. No stores are operated by the company. A Japanese conducts a store on the premises and a Greek conducts another a mile distant. Much of the trading of the community is done with stores in Salt Lake City.

The company maintains an emergency hospital at the plant and contracts with a hospital in Salt Lake City for the permanent accommodations needed. The fee charged is $1 per month, and it entitles each employee and his family to the medical and hospital service necessary to insure recovery from accident or sickness (except in cases of confinement).

In addition to paying the hospital fee, every employee is compelled to carry an accident insurance policy. The premium for this policy is $1 per month, which is deducted by the company from the monthly wages. The benefit secured is half pay for a period not to exceed twenty-six weeks when incapacitated for work by injuries received while in the employment of the company.

RELATIONS BETWEEN THE RACES EMPLOYED.

As already noted, the Greeks and the Japanese are segregated from other employees, both at work and at sleeping quarters. The segregation at work is a matter of occupational distribution, not of conscious management by the company. The segregation at sleeping quarters is partly the result of the difference in the standard of comfort demanded by "American" laborers and that demanded by Greeks and Japanese, and partly of the habit—more or less imposed by the prejudices of "American" laborers—these races have of living by themselves.

As to the social relations between the races employed, there is little in the locality to call forth more than occasional intercourse outside of working hours. The Greeks and the few Italians and

Austrians, as a rule, do not associate with other races. As for the Japanese, their relations with the native-born are very friendly, but European immigrants have little to do with them.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

In the establishment investigated in Utah, as elsewhere in the metalliferous industries of the West, the native-born and north Europeans are preferred for the work of supervision and the mechanical trades. For common laborers, the Japanese, among the races employed as such, are greatly preferred to all others, the second choice being either Italians or Austrians, neither of whom are employed in appreciable numbers at present. The Japanese are praised for their industry, attentiveness, tractability, sobriety, and progressiveness. The Greeks, on the other hand, are considered very unsatisfactory laborers, the chief charges against them being those of intractability and drunkenness.

CHAPTER XI.

SUMMARY OF IMMIGRANT LABOR IN THE SMELTING AND REFINING INDUSTRY IN THE WESTERN STATES.

[For General Tables see pp. 619 to 621.]

INTRODUCTION.

The local immigrant labor situation in each of the smelting and refining districts investigated has been discussed in the preceding four chapters. In this chapter the data which served as the bases for these local studies have been combined to present a general view of the situation in the entire field investigated.

RACES EMPLOYED.

The smelting and refining industry of the West, like the metalliferous mining industry, is largely dependent upon immigrant labor. Of the total number of employees reporting data, 69.3 per cent, in fact, were foreign-born, a percentage slightly larger than the corresponding one, 67.1, for the metalliferous mines investigated.

The combined data with reference to the racial composition of the labor force of the smelters and refineries investigated is presented in the three following tables, the first giving the racial distribution by numbers employed in each district, the second by percentages of the total number employed in each district, and the third summarizing the first two tables by racial groups.

TABLE 64.—*Number of male employees for whom information was secured and the number in each State investigated, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number in each State.			
		Colorado.	Montana.	Arizona.	Utah.
Native-born of native father:					
White	1,337	404	402	317	214
Negro	36	14	18	4	
Native-born of foreign father, by country of birth of father:					
Canada	63	7	48	3	5
England	132	21	48	17	46
Germany	206	52	110	21	23
Ireland	206	36	142	16	12
Other north European countries[a]	191	38	73	9	71
South and east European countries[a]	40	9	17	4	10
Mexico	62	4		58	
Other countries[b]	8	1	1	1	5
Total	908	168	439	129	172
Total native-born	2,281	586	859	450	386
Foreign-born, by race:					
Canadian, French	36	5	23	5	3
Canadian, Other	143	8	117	13	5
Croatian	643	105	536	1	1
Dalmatian	95	78	17		
English	172	22	81	31	38
German	220	88	100	15	17
Greek	193	71	1		121
Irish	503	54	413	21	15
Italian, North	223	76	132	7	8
Italian, South	178	173	4	1	
Japanese	65				65
Mexican	953	6		947	
Norwegian	141	2	126	10	3

[a] Includes races represented by less than 1 per cent of the grand total.

[b] Including Chile, Switzerland, and Africa (country not specified).

Table 64.—*Number of male employees for whom information was secured and the number in each State investigated, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete date.	Number in each State.			
		Colorado.	Montana.	Arizona.	Utah.
Foreign-born, by race—Continued.					
Scotch	82	21	31	19	11
Slovak	190	173	17		
Slovenian	456	387	65	1	3
Swedish	321	97	186	16	22
Miscellaneous—[a]					
North European	146	51	54	10	31
South and east European	359	182	158	16	3
Other races [b]	12		7	3	2
Total foreign-born	5,161	1,599	2,098	1,116	348
Grand total	7,442	2,185	2,957	1,566	734

[a] Including races represented by less than 1 per cent of the grand total.
[b] Including 1 Hebrew other than Russian, 1 East Indian, 1 Syrian, and 9 Swiss (race not specified).

Table 65.—*Racial distribution of employees, by percentages of the total number reporting in the entire field and in each State investigated.*

General nativity and race.	Per cent of entire field investigated.	Per cent in each State.			
		Colorado.	Montana.	Arizona.	Utah.
Native-born of native father:					
White	18.0	18.5	13.6	20.2	29.2
Negro	.5	.6	.6	.3	.0
Native-born of foreign father, by country of birth of father:					
Canada	.8	.3	1.6	.2	.7
England	1.8	1.0	1.6	1.1	6.3
Germany	2.8	2.4	3.7	1.3	3.1
Ireland	2.8	1.6	4.8	1.0	1.6
Other north European countries [a]	2.6	1.7	2.5	.6	9.7
South and east European countries [a]	.5	.4	.5	.3	1.4
Mexico	.8	.2	.0	3.7	.0
Other countries [b]	.1	(c)	(c)	.1	.7
Total	12.2	7.7	14.8	8.2	23.4
Total native-born	30.7	26.8	29.0	28.7	52.6
Foreign-born, by race:					
Canadian, French	.5	.2	.8	.3	.4
Canadian, Other	1.9	.4	4.0	.8	.7
Croatian	8.6	4.8	18.1	.1	.1
Dalmatian	1.3	3.6	.5	.0	.0
English	2.3	1.0	2.7	2.0	5.2
German	3.0	4.0	3.4	1.0	2.3
Greek	2.6	3.2	(c)	.0	16.5
Irish	6.8	2.5	14.0	1.3	2.1
Italian, North	3.0	8.5	4.5	.4	1.1
Italian, South	2.4	7.9	.1	.1	.0
Japanese	.9	.0	.0	.0	8.8
Mexican	12.8	.3	.0	60.5	.0
Norwegian	1.9	.1	4.3	.6	.4
Scotch	1.1	1.0	1.0	1.2	1.5
Slovak	2.6	7.9	.5	.0	.0
Slovenian	6.1	17.7	2.2	.1	.4
Swedish	4.3	4.4	6.3	1.0	3.0
Miscellaneous—[a]					
North European	2.0	2.3	1.8	.6	4.2
South and east European	5.2	8.3	6.4	1.0	.4
Other races [d]	.2	.0	.2	.2	.3
Total foreign-born	69.3	73.2	71.0	71.3	47.4
Grand total	100.0	100.0	100.0	100.0	100.0

[a] Including races represented by less than 1 per cent of the grand total.
[b] Including Chile, Switzerland, and Africa (country not specified).
[c] Less than 0.05 per cent.
[d] Including 1 Hebrew other than Russian, 1 East Indian, 1 Syrian, and 9 Swiss (race not specified).

TABLE 66.—*Distribution of male employees in race groups, by number in the entire field and in each State investigated.*

Race groups.	Number in entire field investigated.	Number in each State.			
		Colorado.	Montana.	Arizona.	Utah.
Native-born	2,281	586	859	450	386
North European	1,585	335	991	122	137
South and east European	2,367	1,245	960	26	136
Canadian	179	13	140	18	8
Japanese	65				65
Mexican	953	6		947	
Other races[a]	12		7	3	2
Total	7,442	2,185	2,957	1,566	734

[a] Including 1 Hebrew other than Russian, 1 East Indian, 1 Syrian, and 9 Swiss (race not specified).

TABLE 67.—*Distribution of male employees in race groups, by per cent in the entire field and in each State investigated.*

Race group.	Per cent in entire field investigated.	Per cent in each State.			
		Colorado.	Montana.	Arizona.	Utah.
Native-born	30.7	26.8	29.0	28.7	52.6
North European	21.3	15.3	33.5	7.8	18.7
South and east European	31.8	57.0	32.5	1.7	18.5
Canadian	2.4	.6	4.7	1.1	1.1
Japanese	.9				8.9
Mexican	12.8	.3		60.5	
Other races[a]	.2		.2	.2	.3

[a] Including 1 Hebrew other than Russian, 1 East Indian, 1 Syrian, and 9 Swiss (race not specified).

Of the total of 7,442 employees reporting data, 2,281, or 30.7 per cent, were native-born. Of these, 1,337, or 18 per cent of the total, were native-born of native white fathers, 36, or 0.5 of 1 per cent of the total, were native-born of native negro fathers, and 908, or 12.2 per cent, were native-born of foreign fathers. Most conspicuous among the latter were the German-Americans and the Irish-Americans, each represented by 206 individuals, and the English-Americans, represented by 132 individuals. The Canadian-Americans had 63 representatives and the Mexican-Americans 62. Comparing the proportions of the native-born, as given above, with those of the native-born employed at the metalliferous mines investigated, it appears that, roughly, the same percentages of the total number of employees—30.7 and 32.9, respectively—were native-born, but that the proportion of the native-born of foreign father was considerably greater in the mining industry than in that of smelting and refining, the percentage in the former being 16.2 as against 12.2 in the latter.

The foreign-born, with 5,161 individuals, constituted, as stated above, 69.3 per cent of the grand total of employees from whom data were collected. The most prominent numerically of the 41 races[a] represented were, in the order named, the Mexicans, Croatians, Irish, Slovenians, and Swedes. The Mexicans, with 953 representatives, constituted 12.8 per cent of the total number of employees reporting data; the Croatians, with 643 representatives, constituted 8.6 per cent; the Irish, with 503, 6.8 per cent; the Slovenians, with 456, 6.1 per cent; and the Swedes, with 321, 4.3 per cent. Of the remaining races enumerated, 2, the Germans and the North Italians, were represented by more than 200 individuals, and 6—the Canadians other than French, the English, the Greeks, the South Italians, the Norwegians, and the Slovaks—were represented by more than 140 but less than 200 individuals. The Dalmatians numbered 95, the Japanese 65, and the Scotch 82. Comparing the foregoing data with that for the metalliferous mines investigated, it is evident that though the proportions of the foreign-born to the total number of employees are approximately equal, being, respectively, 69.3 and 67.1 per cent, the racial distribution within the group is quite different. At the mines, it will be remembered, the English were numerically most conspicuous—their number constituting 16.9 per cent of the grand total and being slightly greater than that of either the native-born of native father or the native-born of foreign father. At the smelting and refining establishments investigated, on the other hand, the English were relatively unimportant, their number constituting only 2.3 per cent of the total number of employees reporting data.

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[a] All but 17 of these had so few representatives that they were included in the tables under the caption "Other races."

The Irish were the immigrant race which ranked second in number at the mines, where they composed 12.6 per cent of the employees reporting data, but at the smelters and refineries their proportion was only 6.8 per cent, little more than half that at the mines. The Mexicans, on the other hand, were of considerably greater relative importance at the smelters than at the mines, their proportion among the smelter and refinery workers reporting being 12.8 per cent, as opposed to 7.1 per cent among the mine workers.

The North Italians included 6.5 per cent of the mine workers investigated, but only 3 per cent of the smelter and refinery employees. The Slovenians, on the other hand, constituted 6.1 per cent of the latter, and only 1.7 per cent of the former. If the total number of smelter and refinery employees reporting data are divided into racial groups, as in Table 66, it will be seen that the native-born and the north Europeans[a] together constituted little more than half of the total number of employees reporting information. Of the total number, 7,442, the native-born contributed 2,281, or 30.7 per cent, as noted above, and the north Europeans 1,585, or 21.3 per cent. The latter, it will be noted, constituted a much lower percentage of the smelter and refinery employees than of the metalliferous mine workers, of whom the corresponding percentage was 39.7. The south and east Europeans, on the other hand, were much more numerous at the smelters and refineries than at the mines, numbering

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[a] In this chapter the terms "north European," "south European," and "east European" include the following races represented at the smelters and refineries investigated:

North European.—Danish, Dutch, English, Finnish, Flemish, French, German, Irish, Norwegian, Scotch, Swedish, Welsh.

South European.—Greek; Italian, North; Italian, South; Spanish.

East European.—Bohemian and Moravian, Bosnian, Bulgarian, Croatian, Dalmatian, Hebrew (Russian), Herzegovinian, Lithuanian, Macedonian, Magyar, Montenegrin, Polish, Roumanian, Russian, Ruthenian, Servian, Slovak, Slovenian, Austrian (race not specified).

2,367, or 31.8 per cent of the total number of employees at the former, as against 1,363, or 15.9 per cent of the total number of employees at the latter. The Canadians, however, were less numerous at the smelters and refineries, where they constituted but 2.4 per cent of the force, as against 4.3 per cent at the mines. The Japanese, on the other hand, were not represented at all at the mines, but appear as 0.9 of 1 per cent of the total number of employees at the smelters and refineries.

The local distribution of the races employed exhibits some noteworthy contrasts as shown in Tables 64 and 65. The native-born were found in about the same proportions, 26.8, 29, and 28.7 per cent, respectively, in Colorado, Montana and Arizona, but at the Utah establishment investigated their proportion was 52.6 per cent, nearly twice as great as in the districts first named. Of the two divisions of the native-born white men, those born of native father show the least variation in the proportion which they bear to the total number of employees reporting data in each State investigated, the percentages ranging from 13.6 in Montana, to 29.2 in Utah, while the corresponding percentages of the native-born of foreign father range from 7.7 in Colorado to 23.4 in Utah.

The Mexicans, the foreign-born race of the greatest numerical importance, were almost exclusively confined to the Arizona smelters investigated, at which they constituted 60.5 per cent of the employees from whom data were collected. No Mexicans reported in either the Montana or the Utah districts and only 6 reported in Colorado. The Croatians, the second most numerous immigrant race, were most conspicuous in Montana, where they included 18.1 per cent of the employees reporting data. In Colorado the corresponding proportion was 4.8 per cent, but in Arizona and Utah the proportions were negligible, representing but 1 individual in each case.

The Irish, like the north Europeans as a group, were most prominent at the Montana establishments, at which they constituted 14 per cent of the employees reporting data as against 2.5 per cent of those reporting in Colorado, 1.3 per cent of those reporting in Arizona, and 2.1 per cent of those reporting in Utah. The Slovenians attained greatest prominence at the Colorado smelters and refineries, at which they numbered 17.7 per cent of the employees reporting data. In Montana their proportion was 2.2 per cent, but in Arizona and Utah it was in each case less than 1 per cent. Of the races of minor numerical importance, the English, Germans, Norwegians, Scotch, and Swedes were found in all the districts investigated in proportions ranging from 0.1 per cent (representing 1 individual) to 6.3 per cent. The Japanese, as previously noted, were found only at the establishments investigated in Utah, at which they included 8.8 per cent of the employees reporting. The Greeks, though employed in the industry in Colorado to the extent of 3.2 per cent of the force reporting, were of greatest importance at the Utah establishment, where they contributed 16.5 per cent of the employees from whom data were collected. The Dalmatians and the Slovaks were found only in Colorado and the Montana districts. They attained their greatest prominence in Colorado, where they constituted 3.6 per cent and 7.9 per cent, respectively, of the employees reporting. The Canadians, as was true of the metalliferous mines investigated in the West, were proportionally most numerous in Montana. The Canadians other than French, indeed, constituted 4 per cent of the employees reporting in Montana as against less than 1 per cent of those reporting in any of the three other States included in this report. This fact is explained, as was a similar fact in the metalliferous mining situation, by the nearness of the Canadian border and by the similarity in the climates of Montana and Canada. A like explanation accounts for the concentration of the Mexican smelter employees in Arizona.

The Irish, with 6.8 per cent of the employees reporting, were the most numerous north European race in the field investigated as a whole; the North Italians, with 3 per cent of the employees reporting, were the most numerous south European race; and the Croatians, with 8.6 per cent, were the most numerous east European race. The Mexicans, the most conspicuous of the non-European races employed, were also, as has been noted above, the most conspicuous of all the foreign-born races employed in the industry, their proportion being 12.8 per cent of the total number of employees reporting data.

The racial distribution discussed in the foregoing is summarized in Tables 66 and 67, which give the number and proportion of the employees of each one of the six racial groups in the entire field and in each district investigated. The proportions of the native-born have already been commented upon. The north Europeans attained greatest prominence in Montana. There they constituted 33.5 per cent of the employees reporting data. They were least numerous in Arizona, where their proportion was only 7.8 per cent. Grouping the native-born, the north European, and the Canadians together, it appears that this so-called "American" element contributed 54.4 per cent of the employees reporting in the entire field investigated. This , it will be noted, is much less than the corresponding proportion of the employees reporting at the metalliferous mines investigated, which was 76.9 per cent. The proportion of the "American" element, however, varies greatly from district to district. In Arizona it was only 37.6 per cent, and in Colorado but 42.7 per cent. In Montana and Utah, on the other hand, the percentages were much higher, being, respectively, 67.2 and 72.4. Except in Utah, where the Japanese contributed 8.9 per cent of the employees reporting, and Arizona, where the Mexicans constituted 60.5 per cent of those reporting, the proportions of the south and east Europeans, taken collectively, were in inverse ratio to those of the "American" employees. Accordingly, the south and east Europeans included 57 per cent of the force reporting in Colorado and 32.5 per cent of that reporting in Montana. The percentage in Utah was 18.5 while that in Arizona was only 1.7. The percentages of the south and east Europeans reporting at the smelters and refineries in Colorado and Montana are very much larger than the percentages of those reporting at the metalliferous mines investigated in the same States, which were, respectively, 20 and 12.8. This is largely accounted for by the considerably lower level of wages prevailing in the smelting and refining industry—a matter to be discussed in a subsequent section—which results in a smaller supply of "American" laborers and a consequently greater demand for the south and east Europeans available in the general labor supply.

RACE CHANGES.[a]

The trend of race changes at the smelters and refineries investigated in Colorado and Montana has been the same as that of the race changes at the metalliferous mines included in this report. These changes have been due as a rule to the addition to the general labor supply available in the community of recent immigrants from the south and east of Europe and the consequent failure of wages to rise to such a point as to prevent the gradual withdrawal of the native-born and the north Europeans, who were employed almost exclusively in the early years of the industry.

Employees have commonly been chosen as needed from applicants at the place of work. No conscious racial discrimination is shown, except, in a few instances, against the Japanese, Italians, Negroes,[b] and Greeks, but in Montana the individual discrimination exercised through the use of the written application for employment really amounts to a racial discrimination in favor of such native-born and north Europeans as apply for work. This is because the members of these races are best able to give satisfactory replies to the questions asked as to citizenship and ability to use the English language. The discrimination thus exercised, however, is only in line with the preference commonly expressed by employers for native-born and north European laborers. The south and east Europeans added to the labor force of the establishments investigated in Colorado and Montana have been set to work at the prevailing wages. Their presence in the labor force has not actually depressed wages, but the availability of many others of the same races in the potential labor supply of the community has tended to prevent the advance of wages. This tendency has been resisted at the Montana melters, as at the metalliferous mines of the same State, by the activity of the unions, which has been largely responsible for the increase in wages and the shortening of the working day during the past twenty years, and consequently for the retention in the industry of a considerable number of the native-born and north Europeans now employed in it.

OCCUPATIONS OF THE RACES EMPLOYED.

Most of the foremen, engineers, and mechanics were native-born or immigrants from the north of Europe. This fact, which has been discussed in the local studies in the four preceding chapters, is strikingly illustrated in the following table presented to show the occupational distribution of the various races employed for the entire field investigated.

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[a] This section relates only to the labor supply of the establishments investigated in Colorado and Montana. For reasons previously given, the race changes at the Arizona smelters were not investigated and the history of the establishment investigated in Utah is too brief to afford any light on the causes of these changes. It may be said, however, that the distinctive feature in the development of the situation in Arizona is the employment of a large number of Mexicans, while that of the situation at the Utah establishment is the employment of a considerable number of Greeks and Japanese.

[b] The Italians, as a rule, are well thought of by the smelter operators, and Japanese and Negroes seldom apply for work at the smelters.

TABLE 88.—*Per cent of employees 18 years of age or over in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent who were— Foremen.	Engineers and mechanics.	General laborers.
Native-born of native father:				
White	1,222	7.8	25.7	66.5
Negro	36	2.8	.0	97.2
Native-born of foreign father	859	5.8	21.8	72.4
Total native-born	2,117	6.9	23.7	69.4
Foreign-born, by race:				
Bohemian and Moravian	17	.0	.0	100.0
Bulgarian	27	.0	.0	100.0
Canadian, French	23	4.3	21.7	73.9
Canadian, Other	117	7.7	24.8	67.4
Croatian	605	.7	1.0	98.3
Dalmatian	17	.0	.0	100.0
Danish	22	9.1	22.7	68.2
English	170	7.6	31.8	60.6
German	215	8.4	14.9	70.7
Greek	132	1.0	.0	99.0
Herzegovinian	59	.0	.0	100.0
Irish	493	4.6	5.5	90.0
Italian, North	202	2.0	1.5	96.5
Italian, South	171	.6	.0	99.4
Japanese	65	3.1	.0	96.9
Magyar	23	.0	4.3	95.7
Mexican	958	.6	1.5	97.9
Montenegrin	69	.0	.0	100.0
Norwegian	126	2.4	4.8	92.9
Polish	52	1.9	5.8	92.3
Russian	15	.0	.0	100.0
Scotch	50	6.0	16.0	78.0
Servian	21	.0	.0	100.0
Slovak	138	.7	3.6	95.7
Slovenian	352	.9	1.7	97.4
Swedish	299	4.4	14.4	81.3
Welsh	21	9.5	23.8	66.7
Total foreign-born	4,519	2.4	5.6	92.0
Grand total[a]	6,636	3.8	11.4	84.8

[a] This total does not include those employees who were tabulated under the caption "other races" in the occupation tables in the preceding chapters. These were omitted because of the fact that several races specifically enumerated above were included among "other races" in some of the occupation tables mentioned.

Of the total number of employees included in the table, 3.8 per cent were foremen and 11.4 per cent were engineers and mechanics. Of the native-born, however, 6.9 per cent were foremen and 23.7 per cent were engineers and mechanics. Even larger proportions in these two occupation groups were reported by the English, the Welsh, and the Canadians other than French. The proportions of the native-born, the Canadian, and the north European races in the group of foremen were in every case higher than the highest proportion reported for any other white race, which was 2 per cent for the North Italians, and the proportions of these races in the groups of engineers and mechanics were higher than that of any other race save the Poles, whose percentage in the group (5.8) exceeded that of the Irish (5.5) and that of the Norwegians (4.8).

As the general laborers constitute the residual occupation group, the proportions in it vary inversely as the aggregate of those in the groups of foremen, engineers, and mechanics. Accordingly the native-born (with the exception of the Negroes, of whom 97.2 per cent were general laborers), the Canadians and the north Europeans show percentages in this group ranging from 60.6 for the English to 92.9 for the Norwegians, while the south and east Europeans show percentages varying from 92.3 for the Poles to 100 for the Herzegovinians and Montenegrins, and five other races of less numerical importance. The Japanese reported 96.9 per cent of their number in the group and the Mexicans reported a similar proportion, or 97.9 per cent.

Turning to a comparison of the individual races or racial groups enumerated in the table, it will be seen in the first place that of the two divisions of the native-born white men, those born of native father have somewhat higher percentages than those of foreign father in both of the higher occupation groups, the respective percentages being 7.8 and 5.8 in the group of foremen and 25.7 and 21.8 in the group of engineers and mechanics.

Among the north European races the Welsh, the Danes, the Germans, and the English, in the order named, reported the largest proportions, ranging from 7.6 per cent of the English to 9.5 per cent of the Welsh, employed as foremen. The Irish and the Norwegians reported the smallest proportions—4.6 and 2.4 per cent, respectively—in the occupation group indicated.

In the group of engineers and mechanics the highest percentages among the foreign-born are again those of the Welsh, the Danes, the Germans, and the English (if the Scotch, who reported a slightly higher percentage than the Germans, be excepted), but the order of relative importance is changed. The English now show the highest percentage (31.8) of the races named, and the Germans the lowest (14.9). The lowest percentage shown by any north European race is that of the Norwegians (4.8). The Irish, however, reported only a slightly higher percentage (5.5), thereby presenting a sharp contrast with the immigrants from other parts of Great Britain.

Of the north European races named, three—the Welsh, the Danes, and the Germans—reported larger proportions of their number engaged as foremen than did the native-born of native father, but only one—the English—reported a larger proportion engaged as engineers and mechanics. Two groups of immigrants of north European descent are included in the table. Of these, the French-Canadians reported slightly lower percentages in the two higher occupation groups than did the native-born of foreign father, while the Canadians, other than French, reported percentages but slightly lower than the native-born of native father. Seven of the south and east European races, as indicated above, were represented among neither the foremen nor the engineers and mechanics. These were the Bohemians and Moravians, the Bulgarians, Dalmatians, Herzegovinians, Montenegrins, Russians, and Servians. None of these races, however, except the Herzegovinians and Montenegrins, numbered more than 27 individuals. The other south and east European, Japanese, and Mexican races have a few representatives in these higher occupational groups. In the group of general laborers the same trend of occupational distribution as has been outlined is evident. The more responsible and better paid positions are filled, as a rule, by the native-born and by the north Europeans or Canadians, while the heavier or more disagreeable work is more often done by immigrants from the south and east of Europe, from Mexico, or Japan, according to the locality considered. The differences in the occupational status of the various races employed at the smelters and refineries investigated are partly due to differences in the qualities of these races, but they are largely to be explained by three facts similar to those cited in a previous chapter as being responsible for a like situation in the metalliferous mining industry of the West. These are (1) The greater familiarity of the native-born and the north Europeans with the smelting industry, (2) the greater length of time these races have been employed in the community investigated, and (3) their better knowledge of the English language. As for a comparison of the progress made by the native-born of immigrant fathers and that made by the native-born of native fathers, it may be said that the slight differences in favor of the native-born of native fathers shown in the occupation table above are due to some extent to the inclusion among the native-born of foreign father of a number of Mexican-Americans employed at the Arizona smelters. The Mexican-Americans, so far as can be seen, are no more progressive than their immigrant fathers.

HOURS AND EARNINGS OF LABOR.

The hours of labor at the establishments investigated ranged from eight to twelve. In Utah and Montana the length of the working day is fixed by legislative enactment (and in Montana by collective bargaining as well) at eight hours per day. The working week at the establishments investigated in these two States is six days. The hours of labor in Colorado were eight per day for seven days per week at 3 of the establishments investigated. At the remaining 5, they ranged from eight to twelve,[a] for six days per week in some occupations but more often for seven days per week. At the Arizona smelters the men employed directly about the furnaces worked eight hours per day, as a rule, while other "general laborers" and mechanics worked from eight to twelve hours per day. The majority, however, did not work more than nine hours. In the preceding chapters comparisons of earnings per day were made between the different races employed in each district investigated. The table following shows the variation in the general level of wages between these different districts.

TABLE 69.—*Per cent of employees 18 years of age or over earning each specified amount per day.*[b]

State.	Number reporting complete data.	Per cent earning each specified amount per day.							
		Under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Colorado	2,168	0.0	12.1	22.2	43.2	11.0	4.7	3.0	3.7
Montana	2,924	.0	0.2	0.1	0.1	0.3	76.5	7.4	15.3
Arizona	1,527	.0	29.6	14.7	13.5	14.0	11.4	6.9	10.0
Utah	729	.0	9.7	13.2	1.2	46.2	10.7	4.9	14.0
Total	7,348	.0	10.8	11.0	15.7	10.9	35.3	5.8	10.6

[a] For the Colorado eight-hour law, see p. 104.

[b] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of the total number of employees reporting, the largest proportion in any one wage group is 35.2 per cent, found in the group of employees earning $3, but under $3.50 per day. Of the remainder, the larger number earned less than $3 per day, the aggregate percentage of those receiving the lower wages being 48.4 as against 16.4 per cent receiving $3.50 or more per day. The narrow range of variation in the proportions of the total number of employees in the different wage groups, especially in those of employees earning less than $3 per day, is due, it will be noted, to compensating variations in the wage distribution of the different districts investigated. The controlling influence, however, is that of the wage distribution at the Montana smelters. This accounts entirely for the fact that the principal wage group of the total number of employees is that of the employees earning $3, but under $3.50 per day. In this group were found 76.5 per cent of the employees reporting in Montana as against 4.7 per cent, 11. 4 per cent, and 10.7 per cent, respectively, of those reporting in Colorado, Arizona, and Utah. Similarly, the presence of but 0.7 of 1 per cent of the Montana smelter workers in the groups of employees earning less than $3 per day helps offset the large percentages in these groups of the smelter and refinery workers of Colorado and Arizona.

The general level of wages was much higher in Montana than in any of the other districts investigated. Of the smelter workers reporting in Montana, 76.5 per cent, as has been seen, earned $3, but under $3.50, and 22.7 per cent more earned $3.50 or over, making an aggregate of 99.2 per cent earning $3 or over per day. The lowest general level of wages was reported at the Colorado establishments. There only 11.4 per cent of the employees reporting earned $3 or more per day and only 22.4 per cent earned $2.50 or more per day. The principal wage group of the Colorado employees was that of those earning $2 but under $2.50, which included 43.2 per cent of their number. The general level of wages at the Arizona smelters was next lowest. At these establishments the principal wage group was that for the lowest earnings recorded, $1.50 but under $1.75. This group included 29.6 per cent of the employees reporting in Arizona. However, an almost equal proportion, 28.3 per cent, were found earning wages of $3 or more per day. This is explained by the fact that the earnings distribution of the Arizona smelter workers as a whole is the result of the combination of two different wage scales: (1) that governing the earnings of "American" labor, and (2) that governing the earnings of Mexicans, which, as has been seen, is much lower than the first named.

The general level of wages is somewhat higher among the employees reporting in Utah than among those reporting in Arizona or in Colorado, but here, as in Arizona, the earnings distribution is again the result of the combination of two wage scales (or three, if the relatively slight differences in the wages paid Greeks and those paid Japanese engaged in the same or similar kinds of work be taken into account). The principal wage group of the employees of the Utah establishment is that of employees earning $2.50 but under $3 per day. This includes 46.2 per cent of the number reporting data. As for the remainder, 29.6 per cent of the total received $3 or more as against 24.1 per cent who received less than $2.50. The differences in earnings discussed above are due partly to differences in the general level of wages in the different communities investigated, but largely to differences in the racial composition of the labor force employed and to the presence or absence of union activity. The significance of the racial composition of the labor force is illustrated by the fact that the lowest wages were paid in Colorado and Arizona where the proportion of "American" laborers was smallest and the highest in Montana and Utah where the "American" laborers were most conspicuous.

The chief cause of the relatively high wages paid at the Montana smelters, however, is union activity. Its importance is seen in the sharp contrast already commented upon between the wages paid at the Montana smelters and those paid at the Colorado establishments. It is true, as noted above, that considerable differences exist in the racial composition of the labor force of the two districts, but this difference itself is largely due to the maintenance of union activity in Montana and its absence or failure at the Colorado establishments. If the general level of wages in the smelting and refining industry as a whole is compared with that in the metalliferous mining industry as a whole, it will be found that the former is considerably lower than the latter. This is illustrated by the fact that only 51.6 per cent of the smelter and refinery employees reporting as against 84.1 per cent of the metalliferous mine workers earned wages of $3 per day or more. Comparing the wages paid in the two industries by localities investigated in regard to both, it appears (1) that the wages paid mine workers are higher in each locality than those paid smelter or refinery employees, and (2) that the three States, Montana, Arizona, and Colorado maintain, in both industries, the order in which they are named with respect to the scale of wages paid, the Montana scale being highest.

The difference between the general level of wages at the metalliferous mines and that at the smelters and refineries is partly due to differences in the nature of the work, but it may be explained largely by differences in the racial composition of the labor force. In this connection the fact that 76.9 per cent of the mine workers were native-born, north Europeans, or Canadians, as against 54.4 per cent of the smelter and refinery employees, is especially significant.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Wages were paid monthly in cash or in checks payable without discount at local banks or stores. Only one company operated a boarding house for its men. This was at one of the Montana establishments investigated. Accommodations including lodging were provided for 200 of the 1,400 men employed. The rates charged conformed to those current in the community and patronage was optional. Four companies, including the one just referred to, two companies in Colorado and the one in Utah, rented dwelling houses to some of their married employees, but here again the rates were reasonable and patronage optional. The company in Utah also provided dormitories for the unmarried "white men" in its employ, and bunk houses for the Greeks and Japanese. The price charged was in both cases $1 per month—an amount which can not be called excessive for the service rendered.

The only compulsory deductions from wages were the hospital fees charged at all but three establishments and a fee for accident insurance deducted in addition to the hospital fee at the establishment investigated in Utah. The hospital fee was $1 per month in five cases, $1.50 in two, 2 per cent of the wages in one, and $1 per month for single men and $2 per month for married men in another. The service rendered in some cases included hospital and medical treatment with half pay while disabled by accidents received in the company's employ. In other cases the service rendered included treatment for sickness as well as for accidents, and this treatment, as at the establishments where married men were charged an additional dollar per month, was in some cases extended to the families of the employees. At the Utah establishment investigated the hospital fee was $1 per month. This included the hospital and medical attendance necessary to insure recovery from accident or sickness suffered by the employees or their families. An additional charge of $1 per month was made for accident insurance providing for half pay for a maximum period of 26 weeks when disabled by injuries received. No statistical data as to the nature and frequency of accidents could be obtained, but it was learned that most of them consisted of minor burns, cuts, and bruises. The charges made for hospital fees, however, do not appear excessive in the light of the fact that the charge exacted by a voluntary hospital association maintained by the employees of one of the establishments at which no hospital service was provided by the company was also $1 per month. The service rendered in this instance included hospital and medical care and a benefit of $10 per week while disabled by injuries received in the course of regular employment.

WELFARE WORK.

Only one company made any attempt at welfare work. This company, which operates a refinery near Colorado City, built a large brick clubhouse in that city for its employees and threw it open to them at a charge of 50 cents per month per man, but the attempt, up to the time of the investigation of the agent of the Commission, had proved a failure. Barely 50 per cent of the men had joined the club, and of these less than half made use of the building.

RELATIONS BETWEEN THE RACES EMPLOYED.

The interrelations of the races employed at the smelters and refineries are very similar to those of the metalliferous mine workers dealt with in this report. At work the races are never segregated except by their occupational distribution, but socially there is a distinct line of cleavage as between the native-born and the north Europeans on one side and the south and east Europeans on the other. The latter, moreover, do not associate freely with each other, but, if single, live in boarding or lodging houses kept by members of the particular races to which they belong, or, if married, in dwelling houses in neighborhoods colonized by members of their own races. In Pueblo, Colo., for instance, even the North and South Italians were found segregated from each other.

The explanation given in the summary chapter on immigrant labor at the metalliferous mines of the greater or less degree of contempt with which the native-born and the north Europeans look upon their fellow-employees from the south and east of Europe will serve as well for the situation at the smelters and refineries. The south and east Europeans are considered inferior largely because of their recent arrival in the United States, their ignorance of the English language, and the fact that most of them occupy the lowest positions in the occupational scale. The Japanese employed at the establishment investigated in Utah were segregated as indicated above at their sleeping quarters, and at work they were segregated by their occupational distribution. The north Europeans, as a rule, refused to have anything to do with the Japanese. The native-born, however, met them on friendly terms.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.[a]

As at the metalliferous mines investigated, the native-born and north Europeans are preferred for the supervisory and mechanical occupations, and they would be preferred for all other occupations if they could be secured at the prevailing wages. Of the races now largely employed as general laborers, the various Austrian and Italian races are commonly the first choice of employers. Of the races of less importance in the industry, the Greeks, Montenegrins, and Japanese are generally considered undesirable, the Greeks because of laziness and irregularity in attendance at the place of work, the Montenegrins because of the same defects and the additional one of intractability, and the Japanese because not physically adapted to the heavy work of the smelters. The Japanese, nevertheless, at the one establishment at which they were employed—an ore crusher and concentrator in Utah—were decidedly preferred to all other races employed, including the Austrians and Italians. In interpreting this preference, however, the fact that the Japanese were working at considerably lower wages than the races named must be borne in mind. As regards the native-born, employers commonly expressed no choice between those of native father and those of foreign father. Most of the latter, it will be recalled, were of north European descent.

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[a] This section does not relate to the races employed at the Arizona smelters. It may be said, however, that as wages are, the preference for "white" labor as against Mexican, or vice versa, is based on the result to be obtained from a given expenditure in wages rather than on the result achieved by the individual laborer.

CHAPTER XII.

SOCIAL AND POLITICAL CONSIDERATIONS.[a]

[For General Tables see pp. 622 to 637.]

INTRODUCTION.

The degree to which the immigrant laborers considered in this report have become Americanized is indicated by length of residence in the United States, conjugal condition, and the location of the wives of the married men, ability to speak, read, and write English, and political status. The data relating to these points have been discussed separately in the foregoing chapters for each of the localities and industries covered, but they are here combined to afford a basis for broad comparisons between the races employed in both industries and in the entire field investigated. The total number of laborers reporting complete data in the two industries is 15,895. Of this number 5,034 were native-born and 10,861 foreign-born. The latter include 24 races represented by 50 or more individuals. These races are specifically enumerated in the tables, but those races with less than 50 individuals are placed in the appropriate racial groups.

LENGTH OF RESIDENCE IN THE UNITED STATES.

Data as to the length of residence in the United States were obtained from 10,925 foreign-born employees. Of this number more than one-half had been in the United States less than ten years. This is shown in the following table:

TABLE 70.—*Per cent of foreign-born male employees in the United States each specified number of years, by race.*

Race.	Number reporting complete data.	Per cent in United States each specified number of years.				
		Under 5.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	87	2.3	5.7	13.8	9.2	69.0
Canadian, Other	462	13.4	13.0	12.3	13.0	48.3
Croatian	760	30.0	32.7	16.6	11.4	9.3
Dalmatian	230	53.0	27.4	8.7	6.5	4.3
Danish	60	20.0	21.7	6.7	11.7	40.0
English	1,634	29.2	13.3	8.0	11.7	37.7
Finnish	319	15.4	36.1	18.5	15.4	14.7
German	348	18.7	14.1	4.6	14.4	48.3
Greek	198	77.3	20.2	2.0	.5	.0
Herzegovinian	190	65.3	27.4	4.7	1.6	1.1
Irish	1,588	23.3	16.1	14.5	10.4	35.8
Italian, North	780	46.9	23.1	10.4	9.2	10.4
Italian, South	227	40.5	34.8	11.9	6.6	6.2
Japanese	65	60.0	30.8	9.2	.0	.0
Mexican	1,563	48.9	29.1	10.7	6.0	5.4
Montenegrin	157	71.3	26.8	.6	1.3	.0
Norwegian	216	29.6	24.5	6.9	9.7	29.2
Polish	63	22.2	28.6	12.7	7.9	28.6
Scotch	158	27.8	11.4	8.2	8.2	44.3
Slovak	196	21.4	27.6	17.3	10.2	23.5
Slovenian	586	31.4	29.9	17.9	12.0	8.7
Spanish	64	90.6	9.4	.0	.0	.0
Swedish	504	15.3	18.5	9.9	19.2	37.1
Welsh	113	16.8	6.2	1.8	11.5	63.7
Miscellaneous:[b]						
North European	67	17.9	22.4	4.5	11.9	43.3
South and east European	267	43.8	19.5	14.6	11.2	10.9
Other races[c]	23	30.4	13.0	8.7	17.4	30.4
Total	10,925	33.6	21.9	11.2	10.1	23.1

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[a] This chapter covers the employees in both the metalliferous mining and the smelting and refining industries.

[b] Including races with less than 50 representatives.

[c] Including 1 Hebrew other than Russian, 1 East Indian, 16 Swiss (race not specified), 4 Syrians, and 1 West Indian.

More than one-third of the total number, or 33.6 per cent, had been in the United States less than five years, and 21.9 per cent had been in this country five but less than ten years, making an aggregate percentage of 55.5 who had resided in the United States less than ten years. The remaining 44.5 per cent were divided in roughly equal proportions between the residents of ten but less than twenty years and those of twenty years or over, the percentage in the former group being 21.3 as against 23.1 in the latter group.

By far the largest percentages in the group of residents for twenty years or over are those of the north European and Canadian races enumerated, only one of which, the Finns, reported a percentage (14.7) less than 29.2 (that of the Norwegians). The highest percentage in the group is that of the French Canadians (69), and the next highest is that of the Welsh (63.7). The Canadians other than French and six north European races in addition to the Welsh, viz, the Danes, English, Germans, Irish, Scotch, and Swedes, reported percentages of 35 or over. The highest percentage reported by a south or east European race, on the other hand, is 28.6, which is that of the Poles, and the second highest is 23.5, which is that of the Slovaks. No other south or east European race reported a percentage higher than 10.4, and Spaniards reported none at all in the "twenty-year or over" group. The latter is also true of the Japanese, and the Mexicans reported a percentage of only 5.4.

Taking the two groups including employees claiming ten to nineteen years residence in the United States, it will be noted that if the Greeks, Herzegovinians, Montenegrins, and Spaniards are excluded, the proportions of the south and east European residents in the United States from ten to nineteen years will show about the same range of variation as those of the north Europeans. The lowest aggregate percentage reported by a north European race for the two year groups indicated (ten to fourteen and fifteen to nineteen years) is 13.3, reported by the Welsh, while the highest reported by a north European race is 33.9, reported by the Finns. Similarly the percentages of the south and east European races, excluding the four races named above, range from 15.2 for the Dalmatians to 29.9 for the Slovenians. The percentages of the four races mentioned, however, are very low, being 6.3 for the Herzegovinians, 2.5 for the Greeks, 1.9 for the Montenegrins, and zero for the Spaniards.

In the next group, that of employees resident in the United States from five to nine years, the percentages vary from 5.7 for the French Canadian to 36.1 for the Finns. All told, 15 of the 24 races specifically enumerated reported from 20.2 to 36.1 per cent of their numbers as having resided in the United States from five to nine years only. Among these races were all of the south and east Europeans except the Spaniards, who were largely concentrated in the "under five-year group," the Danes, the Finns, and the Norwegians, and the Japanese and Mexicans.

The races with the largest proportions of recent immigrants are best shown by the percentages in the group including employees who have migrated to the United States within the five years previous to the investigation of the Commission. The extreme variations in this group are represented by the 2.3 per cent reported for the French Canadians and the 90.6 per cent reported for the Spaniards. It is noteworthy that the percentage of almost every race is as high in this group as the average of its percentages in the 5 to 9, 10 to 14, and the 15 to 19 year groups. This illustrates the fact that the number of each foreign-born race employed in the industries considered in this report is still being increased by immigration, in most cases to a considerable extent. Even the English and the Irish, who have been referred to as the "earlier immigrants," have been able to maintain their numerical preeminence only by an addition to their numbers within the five years previous to the investigation, of respectively 29.2 per cent and 23.3 per cent. The most recent immigrants employed, as shown by the percentages recorded in the group of those resident in the United States less than five years, are the Greeks, the Herzegovinians, the Japanese, the Montenegrins, and the Spaniards. The Greeks reported 77.3 per cent of their number as having migrated to the United States within the five years previous to the investigation of the Commission, the Herzegovinians 65.3 per cent, the Japanese 60 per cent, the Montenegrins 71.3 per cent, and the Spaniards, as previously stated, 90.6 per cent. Large percentages of immigrants of less than five years residence in the United States were also reported by other races, notably by the Dalmatians, with 53 per cent; the North Italians, with 46.9 per cent; the South Italians, with 40.5 per cent; and the Mexicans, with 48.9 per cent.

To summarize, it may be said that in general the largest proportions of recent immigrants are found among the south and east European races, particularly among the Greeks, Herzegovinians, Montenegrins, and Spaniards. The races named, however, have not yet attained any great numerical importance at the establishments investigated. The north Europeans and Canadians are immigrants of a considerably longer period of residence. The Mexicans, in respect to length of residence, show a distribution very similar to that of some of the earlier immigrants from southern and eastern Europe, as, for example, the North Italians and Dalmatians.

CONJUGAL CONDITION OF EMPLOYEES.

Data as to conjugal condition were secured from 15,995 employees. These data are presented in the table next presented.

TABLE 71.—*Conjugal condition of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Single.	Married.	Widowed.
Native-born of native father:				
White	2,756	42.0	53.6	4.4
Negro	36	33.0	67.0	.0
Native-born of foreign father	2,298	50.2	47.7	2.2
Total native-born	5,090	45.6	51.6	2.8
Foreign-born, by race:				
Canadian, French	87	30.9	68.0	1.1
Canadian, Other	462	39.9	57.4	2.7
Croatian	759	34.0	64.3	1.7
Dalmatian	230	60.0	39.1	.9
Danish	60	45.0	50.0	5.0
English	1,623	35.1	62.6	2.3
Finnish	319	40.8	56.4	2.8
German	348	35.0	62.3	2.7
Greek	198	73.2	25.2	1.5
Herzegovinian	190	69.5	30.0	.5
Irish	1,564	51.8	46.1	2.1

TABLE 71.—*Conjugal condition of male employees, by general nativity and race*—Con.

General nativity and race.	Number reporting complete data.	Per cent who were—		
		Single.	Married.	Widowed.
Foreign-born, by race—Continued.				
Italian, North	779	44.1	53.9	1.9
Italian, South	227	45.4	54.1	.5
Japanese	62	48.4	51.6	.0
Mexican	1,554	45.8	51.5	2.7
Montenegrin	157	62.1	37.9	.0
Norwegian	216	48.6	49.5	1.9
Polish	63	39.7	60.3	.0
Scotch	158	32.9	62.0	5.1
Slovak	196	25.5	71.4	3.1
Slovenian	598	38.6	59.7	1.8
Spanish	63	58.7	41.3	.0
Swedish	508	39.8	57.1	3.2
Welsh	113	33.6	56.6	9.7
Miscellaneous[a]—				
North European	67	40.3	55.2	4.5
South and east European	266	43.2	55.2	1.5
Other races[b]	23	39.1	43.5	17.4
Total foreign-born	10,906	43.3	54.1	2.6
Grand total	15,995	44.0	53.0	3.0

[a] Including races with less than 50 representatives.

[b] Including 1 Hebrew other than Russian, 1 East Indian, 4 Syrians, 16 Swiss (race not specified), and 1 West Indian.

More than half of the employees were married, the percentage in this conjugal condition being 53 as against 44 per cent who were single and 3 per cent who were widowers. As between the two main divisions of the table, the native-born show a somewhat smaller proportion of married men than do the foreign-born, the respective percentages being 50.6 and 54.1. The difference is found in a higher percentage of both single men and widowers among the native-born. Of the two classes of the native-born those of foreign father reported considerably smaller proportions of married men and widowers than did those of native father.

Among the foreign-born, 12 races reported larger proportions than that shown for the entire division, 54.2 per cent, as married. These races with the percentage of married representatives are as follows: Canadian, French, 69; other, 57.4; Croatian, 64.3; English, 61.6; Finnish, 56.4; German, 63.2; Polish, 60.3; Scotch, 62; Slovak, 71.4; Slovenian, 59.7; Swedish, 57.1, and Welsh, 56.6. It will be noted that, although no south European races are included, 4 of the races named are from the east of Europe. These are the Croatians, the Poles, the Slovaks, and the Slovenians, and their presence in the group of races enumerated, as well as that of the races from northern Europe, is largely explained by the fact that many of them are comparatively early immigrants and consequently well above the marriageable age.

In addition to the 12 races above named, 4 other races reported a larger proportion of married representatives than did the native-born. These are the North Italians, with 53.9 per cent, the South Italians with 54.1, the Japanese with 51.6, and the Mexicans with 51.5 per cent. These races, moreover, are largely represented among the more recent immigrants. The most recent immigrants, however, the Greeks, Herzegovinians, and Montenegrins,[a] reported much smaller proportions of the marriageable men than did any other race, except the Dalmatians, their percentages being, respectively, 25.2, 30, and 37.9. The explanation of this situation is largely found in the youthfulness of the immigrants of these races.

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[a] The Spaniards are an exception, their percentage being 41.3.

A better index to the permanency of immigrants in the labor supply than their conjugal condition is the location of the wives of those who are married. Data on this point are shown in the table following.

TABLE 72.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Per cent reporting wife— In United States.	Per cent reporting wife— Abroad.
Canadian, French	60	96.7	3.3
Canadian, Other	263	96.2	3.8
Croatian	455	41.8	58.2
Dalmatian	88	30.7	69.3
Danish	30	100.0	.0
English	995	83.5	16.5
Finnish	179	81.0	19.0
German	219	96.3	3.7
Greek	50	4.0	96.0
Herzegovinian	57	36.8	63.2
Irish	712	94.1	5.9
Italian, North	418	52.4	47.6
Italian, South	123	63.4	36.6
Japanese	45	2.2	97.8
Mexican	795	61.2	38.8
Montenegrin	58	10.3	89.7
Norwegian	107	88.8	11.2
Polish	38	84.2	15.8
Scotch	98	92.9	7.1
Slovak	140	78.6	21.4
Slovenian	357	72.0	28.0
Spanish	26	15.4	84.6
Swedish	287	92.7	7.3
Welsh	64	95.3	4.7
Miscellaneous:[a]			
North European	37	91.9	8.1
South and east European	147	61.9	38.1
Other races[b]	10	90.0	10.0
Total	5,881	73.0	27.0

[a] Including races with less than 50 representatives reporting as to conjugal condition.

[b] Including 2 Syrians and 8 Swiss (race not specified).

Nearly three-fourths of the married immigrants reporting had their wives in the United States, the percentage being 73 as against 27 whose wives were still abroad. This proportion of the total number of wives in the United States is exceeded by 13 of the 24 races specifically enumerated. The percentages reported by these races, all of whom with the exception of the Poles and the Slovaks, are Canadian or north European, range from 78.6, reported by the Slovaks, to 100, reported by the Danes. The percentages of the English and the Irish, the European races of greatest numerical importance, are, respectively, 83.5 and 94.1. The percentages of the two divisions of the Canadians are 96.7 and 96.2; the percentage of the Germans is 96.3, that of the Norwegians is 88.8, and that of the Swedes, 92.7.

Of the 11 races reporting less than the average proportion of wives as residing in the United States, 2 races—the Greek and the Japanese—reported less than 5 per cent of their wives in the United States, and 2 other races—the Montenegrins and the Spaniards—reported 10.3 and 15.4 per cent, respectively. Of the remaining 7 races, the Dalmatians reported 30.7 per cent of their wives in the United States; the Herzegovinians, 36.8 per cent; the Croatians, 41.8 per cent; the North

Italians, 52.4 per cent; the Mexicans, 61.2 per cent; the South Italians, 63.4 per cent; and the Slovenians, 72 per cent.

The situation thus outlined is to be explained largely by the length of time the husband has been in the United States. As is to be expected, the most recent immigrants as a rule show the smallest proportion of wives living in the United States. This accounts for the low percentages of the Greeks, Japanese, Montenegrins, and Spaniards. The rule, however, does not apply uniformly to all races, as is shown by the fact that the Herzegovinians reported a larger percentage of wives in the United States than did the Dalmatians, and the North and South Italians than the Croatians, both the Dalmatians and the Croatians being earlier immigrants.

The foregoing indicates that most of the married immigrants employed have come to the United States as permanent residents of the country. Further light will be thrown on this point by the discussion in the following sections.

LITERACY AND KNOWLEDGE OF ENGLISH.

An important index to the extent to which immigrants of non-English-speaking races have become Americanized is their ability to use the English language. The following table shows the percentage of those able to speak English among the representatives of each race reporting 50 or more individuals.

TABLE 73.—*Number and per cent of foreign-born male employees who speak English, by years in the United States and race.*

[By years in the United States is meant since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Per cent who speak English.	Number.	Per cent who speak English.	Number.	Per cent who speak English.
Canadian, French	85	98.8	2	50.0	5	100.0	78	100.0
Croatian	758	78.1	227	55.7	255	86.7	276	88.4
Dalmatian	229	58.5	122	41.0	62	71.0	45	88.8
Danish	60	100.0	12	100.0	13	100.0	35	100.0
Finnish	316	80.4	47	70.2	114	72.8	155	89.0
German	346	92.5	65	69.2	49	87.8	232	100.0
Greek	198	55.1	153	49.0	40	72.5	5	100.0
Herzegovinian	188	56.9	124	42.7	50	84.0	14	85.7
Italian, North	778	57.1	365	30.1	180	68.3	233	90.6
Italian, South	226	46.0	92	29.3	78	55.1	56	60.7
Japanese	63	28.6	38	18.4	20	40.0	5	60.0
Mexican	1,534	7.0	755	2.1	444	5.9	335	19.1
Montenegrin	157	40.7	112	25.0	42	78.6	3	100.0
Norwegian	214	99.1	63	96.8	52	100.0	99	100.0
Polish	63	85.7	14	57.1	18	83.3	31	100.0
Slovak	195	67.2	42	27.9	54	59.3	99	88.8
Slovenian	596	76.7	188	52.1	178	82.6	230	92.2
Spanish	64	17.2	58	13.8	6	50.0	......	......
Swedish	502	98.0	77	96.1	92	96.7	333	98.8
Miscellaneous:[a]								
North European	67	82.1	12	41.7	15	66.7	40	100.0
South and east European	267	70.8	117	37.8	52	78.8	98	95.9
Other races[b]	23	95.7	7	85.7	3	100.0	13	100.0
Total	6,629	58.0	2,692	33.7	1,522	69.9	2,415	82.0

[a] Including races with less than 50 representatives.

[b] Including 1 Hebrew other than Russian, 1 East Indian 16 Swiss (race not specified), 4 Syrians, and 1 West Indian.

Of the total number of 6,929 employees included in the table, 58 per cent could speak English. A much higher percentage (83), however, is reported for those who had been in the United States ten years or more, and a slightly higher percentage (60.9) for those who had been in the country from five to nine years. On the other hand, a much smaller proportion of immigrants of less than five years' residence could speak English, the percentage being on 33.7.

Taking the total number of immigrants first, it will be seen that the races enumerated contrast sharply with each other in ability to speak English. The extreme variations are those of the Mexicans and the Danes. While only 7 per cent of the former could speak English, 100 per cent of the latter reported a speaking knowledge of the language. The highest percentages are those of the north European races and the French Canadians, the lowest percentages recorded for these races being 80.4 for the Finns. None of the south and east Europeans, on the other hand, except the Poles, with 85.7 per cent, reported a percentage as high even as that of the Finns, the highest percentage, next to that of the Poles, being 78.1, which is that of the Croatians. The lowest percentage reported by a European race is the 17.2 of the Spaniards. The remaining south and east European races show percentages ranging from 40.7, for the Montenegrins, to 76.7 per cent, for the Slovenians. The proportion of Japanese able to speak English is 28.6 per cent, which, it is noteworthy, is much higher than the corresponding percentages of either the Mexicans or the Spaniards.

Turning to the group of immigrants who had been in the United States less than five years at the time of the investigation, it will be noted that the racial contrasts presented there are equally as sharp as those discussed above. The extreme variations are again those of the Mexicans and the Danes, the percentages being, respectively, 2.1 and 100. The percentages of those able to speak English are considerably higher among the north European races as a rule than among the south and east Europeans, the Japanese, and the Mexicans in the same group, but they are naturally considerably lower than the corresponding percentages for the north European races in the two groups including immigrants who had resided in the United States five years or over. The three Scandinavian races, however, are an exception to this statement. As has been seen, 100 per cent of the Danes could speak English, and the variations between year groups in the cases of the Norwegians and Swedes are but slight. This indicates that the Scandinavians learn English more rapidly than any of the other races included in the table—a fact which is largely accounted for by the similarity of the English and Scandinavian languages and the large number of their countrymen who are well assimilated. Among the contrasts brought out in the group of immigrants who had been in the United States less than five years, the most striking are those afforded by the Greeks, Herzegovinians, and Slovenians on the one hand, and the two Italian races, the Montenegrins, the Slovaks, and the Spaniards on the other hand. The first group named reported percentages of, respectively, 49, 42.7, and 52.1 as able to speak English, while the second group reported percentages ranging from 13.8 for the Spaniards to 30.1 for the North Italians. These differences are noteworthy, because all of the races named are from the south or east of Europe. It is also worthy of note that the Japanese, so far as is indicated by the table, learn to speak English more rapidly than the Spaniards or the Mexicans. Allowances, however, should be made for the probability that some of the Japanese included in the table were in Hawaii long enough to acquire a speaking knowledge of English before migrating to the continental United States.

In the group of immigrants who had resided in the United States from five to nine years at the time of the investigation the proportions of those able to speak English are naturally higher than in the preceding group. This is true of every race except the Danes, who reported 100 per cent in each group as able to speak the language. The lowest percentage in the group (5.9) is still that of the Mexicans. The highest percentages as in the preceding group, with the exception of that of the French Canadians (100), are those of the north European races, which are as follows: Danes, 100; Germans, 87.8; Norwegians, 100; and Swedes, 96.7.[a] Next to the percentage of the Mexicans the lowest percentage is that of the Japanese. This (40), however, is very much greater than that of the Mexicans (5.9) and more than twice as great as the percentage (18.4) of Japanese in the previous residence group—that for residents of less than five years—who were able to speak English.[b]

Ability to speak English is of course greater among those employees who have been in the United States ten years or over than it is among those who have been here a shorter length of time. This is statistically demonstrated by a comparison of the percentages shown in the group of employees claiming a residence period of ten years or more with that of those claiming a shorter period.

Of the races specifically enumerated, 7 reported 100 per cent of their number as able to speak English. These are the French Canadians, the Danes, the Germans, the Greeks, the Montenegrins, the Norwegians, and the Poles. The percentages of the Greeks and Montenegrins, however, represent too few individuals to be significant. High percentages were reported by other races than those named above. These races include the Finns, with 89 per cent, and the Swedes, with 98.8 per cent, among the north Europeans, and the Croatians, with 88.4 per cent, the Dalmatians, with 88.8, the Herzegovinians, with 85.7, the North Italians, with 90.6, the Slovaks, with 88.8, and the Slovenians, with 92.2 per cent among the south and east Europeans. The lowest percentages of those able to speak English are still those of the Mexicans and the Japanese, but the percentage of the former is 19.1, while that of the latter is 60. No north European race reported less than 89 per cent of its representatives as able to speak English, and no south or east European race reported less than 60.7 per cent. The latter percentage is that of the South Italians, who present a decided contrast with the North Italians, 90.6 per cent of whom could speak English.

A better index to the extent of the knowledge of English than ability to speak English is ability to read and write it. The following table illustrates the wide differences in ability to read and write the language existing among races reporting nearly the same proportions of their numbers as able to speak English.

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[a] The Finns, however, reported only 72.8 per cent of their number as able to speak English, a percentage which is exceeded by those of several south and east European races.

[b] The percentage (50) reported by the Spaniards is based upon only 6 individuals, and hence is without value.

TABLE 74.—*Per cent of foreign-born male employees who read English and per cent who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who—	
		Read English.	Read and write English.
Canadian, French	85	75.2	69.4
Croatian	757	33.2	25.5
Dalmatian	229	31.4	26.2
Danish	60	100.0	91.7
Finnish	316	66.1	59.6
German	346	81.5	78.0
Greek	108	23.2	21.2
Herzegovinian	188	34.6	30.9
Italian, North	777	27.5	20.3
Italian, South	226	10.2	8.0
Japanese	63	11.1	11.1
Mexican	1,533	4.4	3.8
Montenegrin	157	19.7	15.9
Norwegian	214	91.6	90.4
Polish	63	42.9	34.9
Slovak	195	31.3	24.6
Slovenian	506	27.3	22.5
Spanish	64	10.9	6.3
Swedish	500	93.4	86.0
Miscellaneous: [a]			
North European	67	73.1	64.2
South and east European	266	22.3	20.3
Other races[b]	23	91.3	87.0
Total	6,923	35.7	30.5

[a] Including races with less than 50 representatives.

[b] Including 1 Hebrew other than Russian, 1 East Indian, 16 Swiss (race not specified), 4 Syrians, and 1 West Indian.

While 58 per cent of all foreign-born employees of non-English-speaking races had learned to speak the language, as has been seen, only 35.7 could read it, and but 30.5 per cent could write as well as read it. If the above table is compared with the preceding one, it will be noted that every race except the Danes reported a considerably lower percentage of its number as able to read English than as able to speak it, and that every race except the Japanese reported a lower percentage as able to write as well as read English than it reported as able to read the language without regard to ability to write it. The divergence of the proportion able to read from that able to speak English is greatest among the south and east Europeans and the Japanese. As for the north European races, all of the Danes, as stated above, could read English; 66.1 per cent of the Finns could read it, as opposed to 80.4 per cent who speak it; 81.5 per cent of the Germans could read it, as against 92.5 per cent who could speak it; and 91.6 per cent of the Norwegians and 93.4 per cent of the Swedes could read it, as against 99.1 per cent and 98 per cent, respectively, who could speak it. The greatest differences in the proportions of those able to speak English and those able to read it are shown by the Croatians, the Poles, and the South Italians. The percentages of the representatives of these races able to speak English and the percentages of those able to read English are as follows:

Race.	Able to speak English.	Able to read English.
Croatians	73.1	33.2
Poles	85.7	42.9
South Italians	46.0	10.2

The corresponding percentages of the Dalmatians, Greeks, Herzegovinians, North Italians, Montenegrins, Slovaks, and Slovenians, and the Japanese show lesser but still striking differences.

The differences between the proportions of those able to read English and the proportions of those able to write as well as read the language, it is worthy of note, are greatest in the case of the Finns and the Norwegians. The difference, however, is not great for any race, and the Japanese reported that all who could read English could write it as well.

The racial contrasts shown by the above data with reference to ability to read and write English may be largely explained by three facts. In the first place, the north European races had been in the United States longer than had the south and east Europeans, and many of them had come to the country as children with their parents and had received all or part of their education here. In the second place, the Germans and the Scandinavians, who, with the Finns, represent northern Europe in Table 74, learn English more rapidly than do races from the south and east of Europe, whose languages are less like the English than the German and Scandinavian languages. In the third place, the percentage of those who read and write English is related to an extent to the percentage of those who can read and write their native language. The percentages of literates in their native languages are shown in the table following.

TABLE 75.—*Per cent of foreign-born male employees who read their native language and per cent who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who—	
		Read native language.	Read and write native language.
Canadian, French	85	71.8	67.1
Croatian	757	81.4	80.7
Dalmatian	229	75.1	74.7
Danish	60	90.0	90.0
Finnish	810	99.4	99.4
German	346	91.0	87.6
Greek	198	57.4	57.4
Herzegovinian	188	70.7	70.7
Italian, North	777	91.6	91.0
Italian, South	226	55.3	55.3
Japanese	63	100.0	100.0
Mexican	1,533	62.1	60.7
Montenegrin	157	89.2	88.5
Norwegian	214	98.6	97.7
Polish	63	85.7	84.1
Slovak	195	82.6	80.5
Slovenian	596	91.9	91.4
Spanish	64	93.8	93.8
Swedish	500	97.0	96.0
Miscellaneous:[a]			
North European	67	89.6	89.6
South and east European	306	82.0	80.1
Other races[b]	23	95.7	91.3
Total	6,923	81.6	80.4

[a] Including races with less than 50 representatives.

[b] Including 1 Hebrew other than Russian, 1 East Indian, 16 Swiss (race not specified), 4 Syrians, and 1 West Indian.

Of the 19 races specifically enumerated, 9 reported 90 per cent or more of their representatives as able to read their native language. The Finns reported that 99.4 per cent of their number possessed this ability, the Norwegians 98.6 per cent, the Swedes 97, the Spaniards 93.8, the Slovenians 91.9, the North Italians 91.6, the Germans 91, and the Danes 90 per cent. The Japanese were the only race reporting 100 per cent of their number as able to read the native language. The lowest percentage recorded is 55.3. This was reported by the South Italians, who thereby placed themselves in sharp contrast with the immigrants from the north of Italy, 91.6 per cent of whom, as stated above, could read their native language. The South Italians are even less literate than the Mexicans, 62.1 per cent of the latter being able to read their native language. After the South Italians and the Mexicans, the Dalmatians and the Herzegovinians reported the lowest proportions of representatives able to read the native language. The percentages of these races are, respectively, 75.1 and 70.7.

Almost as large a proportion of the immigrants included in the table were able to write as well as read the native language as were able to read it without regard to their ability to write it, the respective percentages being 80.4 and 81.6. The French Canadians and the Germans reported the largest differences, which were 4.7 per cent for the former and 3.4 per cent for the latter. The Danes, Finns, Greeks, Herzegovinians, South Italians, Japanese, and Spaniards reported that all of their number who could read English could also write it.

A few of the individuals included in the foregoing table were able to read and write English, though unable to read and write their native language. This is especially true of a few who came to the United States as children and received their education in this country. The following table shows the percentage of all employees, including the native-born and immigrants of English-speaking races, by general nativity and race, who were literate with regard to any language, English or foreign.

TABLE 76.—*Per cent of male employees who read and per cent who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent who—	
		Read.	Read and write.
Native-born of native father:			
White	2,738	99.0	99.0
Negro	33	93.9	87.9
Native-born of foreign father	2,278	99.2	99.0
Total native-born	5,049	99.0	98.9
Foreign-born, by race:			
Canadian, French	85	87.1	82.5
Canadian, Other	457	99.1	98.7
Croatian	757	81.6	81.1
Dalmatian	229	76.4	76.0
Danish	60	100.0	100.0
English	1,612	99.6	99.5
Finnish	316	100.0	100.0
German	346	96.5	95.7
Greek	198	87.4	87.4
Herzegovinian	188	71.3	70.7
Irish	1,579	98.7	98.5
Italian, North	777	91.9	91.4
Italian, South	226	55.8	55.8
Japanese	63	100.0	100.0
Mexican	1,[illegible]	62.2	58.8
Montenegrin	187	89.8	89.2
Norwegian	214	100.0	100.0
Polish	63	85.7	84.1

TABLE 76.—*Per cent of male employees who read and per cent who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Per cent who—	
		Read.	Read and write.
Foreign-born, by race—Continued.			
Scotch	188	100.0	100.0
Slovak	105	82.1	81.0
Slovenian	528	92.1	91.6
Spanish	96	93.8	93.8
Swedish	500	99.8	99.4
Welsh	113	99.1	99.1
Miscellaneous:[a]			
North European	67	98.5	98.5
South and east European	266	82.5	81.6
Other races[b]	23	100.0	95.7
Total foreign-born	10,842	88.7	88.0
Grand total	15,881	92.9	91.5

[a] Including races with less than 50 representatives.

[b] Including 1 Hebrew other than Russian, 1 East Indian, 16 Swiss (race not specified), 4 Syrians, and 1 West Indian.

The totals of this table can not be compared with those of the preceding table because of the exclusion from the latter of immigrants of English-speaking races. If the individual races are compared, however, it will be noted that two—the French Canadians and the Danes—report a considerably larger percentage of general literacy than of literacy in the native language. In the case of the French Canadians this is explained partly by the fact that French is not always the prevailing language, even among their own people in the localities in which they are born, and partly by the fact that many of them migrated as children with their parents to English-speaking communities either in the United States or in Canada. In the case of the Danes a similar explanation of migration as children may be made.

All of the remaining non-English-speaking races except four report slightly higher percentages of general literacy than of literacy in the native language. The exceptions are the Greeks, Japanese, Poles, and Spaniards. Every literate member of these four races is therefore able to read his native language.

As was true with respect to the native language, the proportion of the total number of non-English-speaking immigrants who both read and write some language is nearly as great as the proportion of those who could read regardless of ability to write.

Turning to the individual races, it appears that most races not reporting 100 per cent of literates reported slightly higher percentages as able to read than as able to both read and write. The greatest difference, however, is only 3.6 per cent, which is that shown by the French Canadians.

If the total native-born are compared with the total foreign-born, it will be seen that the former with percentages of 99 and 98.9 have a considerably larger proportion of literates than the latter, whose percentages are 88.7 and 88.

The high percentages of the native-born, however, are exceeded by those of eight foreign-born races, namely, the Danes, English, Finns, Norwegians, Scotch, Swedes, Welsh, and Japanese. Among the two divisions of native-born whites the proportions are approximately equal. So far as the data on literacy are indicative, therefore, this fact verifies the statement of employers that there is little choice as between sons of immigrants and those of natives.

PRESENT POLITICAL CONDITION.

Data as to political status were secured from 3,203 employees who had been in the United States five years or more and who were 21 years of age or over at the time of coming.[a] These are presented in the table following.

TABLE 77.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race.*

Race.	Number reporting complete data.	Per cent—		
		Aliens.	Having first papers only.	Having second papers.
Canadian, French	26	11.5	19.2	69.2
Canadian, Other	145	12.4	16.6	71.0
Croatian	303	28.1	21.3	50.7
Dalmatian	54	37.0	14.8	48.1
English	602	11.0	22.9	66.1
Finnish	96	15.6	38.5	45.8
German	118	11.0	23.7	65.3
Irish	481	6.0	17.7	76.3
Italian, North	258	37.2	16.7	46.1
Italian, South	92	46.7	13.0	40.2
Mexican	346	98.6	.9	.6
Norwegian	67	9.0	22.8	68.2
Slovak	72	37.5	27.8	34.7
Slovenian	226	39.8	12.4	47.8
Swedish	189	7.4	24.3	68.3
Miscellaneous:[a]				
Scotch and Welsh	84	8.3	27.4	64.3
Other north European races	38	21.1	15.8	63.2
Greek, Herzegovinian, and Montenegrin	66	71.2	18.2	10.6
Other south and east European races	116	37.1	14.7	48.3
Other races[b]	5	(c)	(c)	(c)
Total	3,203	29.8	18.3	51.9

[a] Including races with less than 20 representatives.
[b] Including 1 Hebrew other than Russian and 4 Swiss (race not specified).
[c] Not computed, because of small number involved.

More than half, or 51.9 per cent, of the total number reporting had become fully naturalized and 18.3 per cent more had secured their first papers, leaving 29.8 per cent who were still aliens. The highest percentage of fully naturalized citizens was 76.3, reported by the Irish. The lowest was 0.6 of 1, reported by the Mexicans. The proportions of fully naturalized citizens among the north Europeans range from 45.8 per cent, reported by the Finns, to 76.3 per cent, reported, as above noted, by the Irish. With the exception of the Finns, no north European race reported a percentage as low even as the highest percentage reported by a south or east European race, which is the 50.7 of the Croatians. The lowest percentage recorded for a single race from the south or east of Europe is 34.7 for the Slovaks. The group including the Greeks, Herzegovinians, and Montenegrins, who were placed together because of their characteristic recent immigration, however, reported only 10.6 per cent of its members as having secured second papers.

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[a] This number does not include the Japanese, who are ineligible for citizenship.

A considerable proportion of the immigrants who had not become fully naturalized had taken out first papers. Excluding the percentage of the Mexicans (0.9 of 1), the percentages of immigrants having first papers only ranged from 13 for the South Italians to 38.5 for the Finns. In several cases, notably those of the Finns and Norwegians, the proportion of representatives possessing first papers only is so high as to compensate for a relatively low proportion possessing second papers, thereby making the proportion of aliens considerably below that recorded for the total number of immigrants included in the table.

The percentages of aliens vary from 6, reported by the Irish, to 98.6, reported by the Mexicans. The second highest percentage is 71.2, reported by the group including the Greeks, Herzegovinians, and Montenegrins. Among the remaining races the South Italians reported 46.7 per cent of their number as still aliens; the Dalmatians, North Italians, Slovaks, and Slovenians, from 37 to 39.8 per cent; the Croatians, 28.1 per cent; the French Canadians, the Canadians other than French, the English, Finns, and Germans from 11 to 15.6 per cent; and the Norwegians and the group including the Scotch and Welsh, 9 and 8.3 per cent, respectively.

The highest proportion of aliens among the European races, it will be noted, are those of the immigrants from the south and east of Europe. These range, as has been shown, from 28.1 to 71.2 per cent. None of the north European races, on the other hand, had more than 15.6 per cent of aliens among its number.

The differences in political status discussed are due partly to differences in length of residence in the United States, partly to differences in the knowledge of English and consequent differences in the knowledge of American political institutions, and partly to differences in the attitude toward the acquisition of citizenship. The great majority of the Mexicans, for example, in addition to being ignorant of the English language, are characteristically indifferent toward the political institutions of this country even when they do not expect to return to their native land.

The effect on political status of length of residence in the United States is seen in a comparison of the proportion of aliens among the immigrants who had resided in the United States from five to nine years, with the proportion of aliens among those who had resided in this country ten years or over. For the former the percentage is 57.6; for the latter, 18.2. With the exception of the Mexicans, the representatives of every race reported that the great majority of those who had been in the United States ten years or over had secured their final naturalization papers. Differences in the length of residence are therefore the most important cause of differences in political status.

The effect of differences of various races in the attitude toward and fitness for citizenship is seen in a comparison of the proportion of aliens among non-English-speaking races from the north of Europe with the proportion of aliens among races from the south and east of Europe. Among those immigrants who had been in the United States from five to nine years, the north European races indicated reported only 20.2 per cent of their number as still aliens as against 59.2 per cent reported by the south and east Europeans. Similarly the north Europeans referred to reported only 4.9 per cent of their representatives who had resided in the United States ten years or over as aliens, as against a corresponding proportion of 17.3 per cent reported by the south and east Europeans.

It appears that immigrants from southern and eastern Europe are not only frequently unable to meet the tests for citizenship, but that they are considerably less interested in civic affairs than those of the non-English-speaking races in the north of Europe.

As for immigrants of English-speaking races, those from Great Britain reported approximately the same proportion of aliens—20.3 per cent as against 20.2 per cent—among residents of five to nine years, but a somewhat smaller proportion—2.5 per cent as against 4.9 per cent—among residents of ten years or more.

[For General Tables of this report see pp. 465 to 714.]

PART IV.—IMMIGRANT LABOR IN THE COAL AND COKE INDUSTRY OF THE WESTERN STATES.

PART IV.—IMMIGRANT LABOR IN THE COAL AND COKE INDUSTRY OF THE WESTERN STATES.

CHAPTER I.

INTRODUCTORY.

Coal mining in the Western States had to await the construction of the transcontinental railways with their connecting lines and the growth of centers of population for its development on an important scale. In 1870 only four Western States—Colorado, Utah, Washington, and Wyoming—were producing coal in appreciable quantity, their output in that year amounting to but 78,144 tons. Since then, however, the output has rapidly increased, until in 1908 the five States of Colorado, New Mexico, Utah, Washington, and Wyoming produced 22,464,547 tons of the total of 415,842,698 tons produced in the United States. Of the other States of the Western Division Montana alone produces any considerable amount of coal, its output being about equal to that of Utah. California, Oregon, and Idaho produce a little coal, which is used locally. The development of the industry in the more important of the States of the Western Division is shown in Table 1.

TABLE 1.—*Production of coal in specified States.*

[Short tons.]

Year.	Colorado.[a]	New Mexico.[b]	Utah.[c]	Washington.[d]	Wyoming.[e]	Total group.	Total United States.
1860	....	....	....	5,374	....	5,374	14,610,042
1870	4,500	....	5,800	17,844	50,000	78,144	33,035,580
1880	462,747	....	14,748	145,015	589,595	1,312,105	71,481,570
1890	3,077,033	375,777	318,159	1,263,689	1,870,366	6,905,024	157,770,963
1900	5,244,364	1,229,299	1,147,027	2,474,093	4,014,602	14,109,385	269,684,027
1901	5,700,015	1,086,546	1,322,614	2,578,217	4,485,374	15,172,766	293,299,816
1902	7,401,343	1,048,763	1,574,521	2,681,214	4,429,491	17,135,332	301,590,439
1903	7,423,602	1,541,781	1,681,409	3,193,273	4,635,293	18,475,358	357,356,416
1904	6,658,355	1,452,325	1,493,027	3,137,681	5,178,556	17,919,944	351,816,398
1905	8,826,429	1,649,933	1,332,372	2,864,926	5,602,021	20,275,681	392,722,635
1906	10,111,218	1,964,713	1,772,551	3,276,183	6,133,994	23,258,660	414,157,278
1907	10,790,236	2,628,959	1,947,607	3,680,532	6,252,990	25,300,324	480,363,424
1908	9,634,973	2,467,937	1,846,792	3,024,943	5,489,902	22,464,547	415,842,698

[a] United States Geological Survey, The Production of Coal in 1908, from Mineral Resources of the United States, 1908, p. 105.

[b] Ibid., p. 144.

[c] Ibib., p. 181.

[d] Ibid., p. 187.

[e] Ibid., p. 196.

Along with the growth of coal mining has come the development of metalliferous mining and smelting and the introduction of the steel industry, all using coke in their processes. This has in turn led to the development of the manufacture of coke in those districts where coal suitable for coking is mined. The growth of the coke industry from 1900 to 1908 in the group of States under consideration is shown in Table 2.

TABLE 2.—*Production of coke in specified States.*[a]

[Short tons.]

State.	1900.	1906.	1907.	1908.
Colorado	618,755	1,133,643	1,097,051	854,662
New Mexico	44,774	105,000	203,437	353,240
Utah	(b)	282,195	467,284	321,200
Washington	33,387	55,000	61,400	37,381
Wyoming	14,501	(c)	(c)	(c)
Total	711,417	1,575,838	1,829,172	1,566,483

[a] Mineral Industries, Vol. X, p. 138; Vol. XVI, p. 180; Vol. XVII, p. 130.
[b] Included in Colorado.
[c] Not given.

The number of laborers engaged in the coal industry has increased somewhat less rapidly than the output. From 1904 to 1908 the output increased 20 per cent, whereas the number of laborers employed increased but 16 per cent. In 1908 the average number of days worked was less than in 1904. Data showing the growth of the industry as a field of employment are presented in Table 3.

TABLE 3.—*Laborers employed in coal mines of specified States.*[a]

State.	1904.		1905.		1906.	
	Number of days in operation.	Average number employed.	Number of days in operation.	Average number employed.	Number of days in operation.	Average number employed.
Colorado	261	8,123	255	11,020	268	11,368
New Mexico	228	1,849	234	2,108	242	2,070
Utah	294	1,374	247	1,361	288	1,572
Washington	243	5,257	227	4,765	266	4,529
Wyoming	262	5,690	236	5,977	281	5,934
Total group	256	22,293	243	25,231	269	25,473
Total United States	202	593,693	212	626,035	209	640,780

State.	1907.		1908.	
	Number of days in operation.	Average number employed.	Number of days in operation.	Average number employed.
Colorado	258	14,223	212	14,523
New Mexico	269	2,970	197	3,446
Utah	266	2,203	227	2,664
Washington	273	5,945	202	5,494
Wyoming	275	6,645	227	6,915
Total group	265	31,986	211	32,034
Total United States	231	680,492	195	690,438

[a] United States Geological Survey, The Production of Coal in 1908, from Mineral Resources of the United States, 1908, p. 39.

It will be noted that the average number of men employed in 1908 was 32,034, which shows that coal production offers an important field of employment for labor. From the point of view of immigration the industry is of especial interest, since it is estimated that approximately 80 per cent of the workmen in the mines of this district are foreign-born, while many of the native-born are of foreign-born parents.

Agents of the Commission obtained data from 16 mines in Colorado, 3 in New Mexico, 4 in Utah, 15 in Washington, and 4 in Wyoming. Except in one instance, mines operated by two or more companies were investigated in each State. Personal data were secured from 7,247 laborers. Pay rolls were secured from a number of companies, but inasmuch as most of these did not show the number of days the men had been at work, only a limited number have been tabulated and used in this report. The data collected are presented in eight chapters, taking the territory covered by geographical divisions. Since two essentially different situations obtain in northern and southern Colorado, these two districts are considered separately in Chapters II and III. Following these, the data covering New Mexico, Wyoming, and Washington are presented in Chapters IV, V, and VI. Chapter VII is devoted to a general summary. A presentation of the data of sociological interest follows in Chapter VIII.

CHAPTER II.

NORTHERN COLORADO.

[For General Tables see pp. 639 to 649.]

INTRODUCTION.

Agents of the Commission made an investigation of immigrant labor in the coal-mining industry of Boulder and Weld Counties in the northern Colorado coal field. These two counties include the chief mining districts of this general field, and in 1908 produced 1,494,278 tons. Data were secured from 6 mines, which together produced (in 1908) 551,785 tons, or 36.9 per cent of the total output of the mines of the two counties. Data were obtained from 528 of the 715 men employed in 5 of these mines.[a] Semimonthly pay rolls were secured from 5 of the mines investigated, including 4 of those just mentioned. Conditions at the mines visited are fairly typical of those obtaining in the other mines of this section of the State.

The general nativity and race of the employees of the mines investigated are shown by the following table:

TABLE 4.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father, White	69
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	7
England	36
France	1
Germany	22
Ireland	9
Italy	7
Russia	2
Scotland	7
Sweden	2
Wales	10
Total	103
Total native-born	172
Foreign-born, by race:	
Bulgarian	1
Canadian (other than French)	3
Danish	1
English	67
French	14
German	27
Greek	19
Irish	1
Italian, North	73
Italian, South	63
Lithuanian	1
Magyar	2
Polish	7
Russian	1
Scotch	13
Slovak	12
Slovenian	14
Swedish	4
Turkish	1
Welsh	32
Total foreign-born	356
Grand total	528

RACES EMPLOYED.

Of the 528 employees from whom personal data were obtained, 69 were native-born of native father, and 103 were native-born of foreign father, a total of 172 native-born and 356 foreign-born. Sixty-two of the 103 who were native-born of foreign father were descended from English-speaking races (English, Irish, Scotch, and Welsh), 22 were sons of Germans, leaving only 19 of the second generation of races other than these. The presence of so large a proportion of the north European[a] element is due to the earlier immigration of this type of labor and to the various forces, such as race prejudice and thorough unionizing of the field, which have tended to keep out the more recent immigrants after they have found their way into the industry in other districts. The data gathered with regard to the years foreign-born have been in the United States show that of those immigrants who had been in America more than twenty years, 79 per cent were of north European races, whereas only 45 per cent of those immigrating during the twenty years prior to the investigation came from the same source, as did only 36 per cent of those who entered within ten years.

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[a] Seven hundred and fifteen were on the pay rolls for the first fifteen days of January, but the average number of men employed was considerably less.

The English-speaking and other north European races which composed the early immigration to this field are, however, still at work in large numbers. Of 356 foreign-born reported, 113 were from Great Britain and 41 from Germany and France. Of the other races, the Italians (North and South) numbered 136, Greeks 19, the group of Slavic races 29, and five other races taken together 18. In all, 20 races were represented among the foreign-born.

The mine workers were found to tend toward settled family life. Sixty-one per cent of all the employees were married. An even larger proportion of the foreign-born were married—65 per cent. Of the 231 married foreign-born only 29 did not have their wives with them. The immigrants as a rule send for their wives within two or three years after their arrival, when they themselves have immigrated alone. The foreign-born of non-English-speaking races who had been in the United States five years or more had for the most part learned to speak English. In fact, 84.6 per cent had acquired this ability. Only 25 per cent of those who had immigrated within five years could speak English. These, however, were chiefly from the Italian and Slavic races, whose clannishness militates against the rapid acquisition of English.

Further light is thrown upon the character of the present labor supply by the data gathered with reference to the political condition of immigrants. Seventy-one of the 139 reporting data on this point had become citizens, while 35 had secured their first papers. Only 33, or less than one-third, were still aliens, and of these 21 had been in this country less than ten years.[b]

RACE CHANGES.

As already suggested, the supply of immigrant labor in the northern Colorado coal field prior to 1888 was chiefly of English-speaking races. The native Americans, as well as immigrants from Great

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[a] Throughout this chapter references to "north Europeans," "south Europeans," and "east Europeans" include the following races:

North Europeans.—Danish, English, French, German, Irish, Scotch, Swedish, Welsh.

South Europeans.—Greek; Italian, South; Italian, North.

East Europeans.—Bulgarian, Lithuanian, Magyar, Polish, Russian, Slovak, Slovenian.

When reference is made to "other races" than these three groups the caption includes:

Other races.—Canadian, Turkish.

[b] These data are treated in more detail in a later chapter dealing with matters of sociological interest concerning the laborers of the entire western field. They are introduced here merely to give a clearer general idea of the character of the mine laborers of this district.

Britain, were largely drawn upon for miners, the higher wages offered in the western field attracting many nen of both classes from eastern mines. It is estimated that in 1894 approximately 90 per cent of all the coal mine employees were of north European races and native stock, the other 10 per cent being Italians and members of the Slavic races. At this time the immigration of Italians to the northern coal field became more noticeable, and a few years later the Slovenians and Poles also began to enter this region in numbers sufficiently large to attract attention. The movement was especially marked in the vicinity of Louisville and Marshall, which became the centers of settlement for the newer type of immigrants.

With this gradual growth of an immigrant population from south and east Europe in certain fairly well-defined districts, a counter movement began among the older immigrants and the natives. A few at a time sought work at other mines, especially those near the town of Lafayette, which came to be practically dominated by the so-called "white" labor. Many of the south Europeans who had obtained work at Lafayette left that place of their own accord and went over to the district in which more of their countrymen were settling. This whole movement was gradual and no serious friction between the races was evident.

In 1903-4 the most severe strike in the history of Western coal mining occurred.[a] The northern Colorado field, however, was less affected than other parts of the Western field, the differences being adjusted within a month. No strike breakers were introduced and no racial change of importance resulted. District 15 of the United Mine Workers of America has since been recognized by the operators of northern Colorado, and a definite agreement with the union entered into. The thorough unionizing of this district, which led up to and maintains this agreement, has been an important barrier to the influx of new immigrants considered undesirable by members of the union. In 1905 there was a general scarcity of mine labor in the section, due partly to the increased development of the industry elsewhere, and the attendant attractions of higher wages. Numbers of the more progressive miners, especially of the North Italians, left at that time. As they left, one or two at a time, their places were filled by applicants at the mine, who were usually from south and east European countries. One company was so pressed for help that recourse was had to an employment agency in Denver, and a considerable number of Greeks were hired. They did not prove satisfactory, however, and the majority have since left the field. With this one exception the operators have always depended upon the applicants at the mine for their labor supply. The increase of the south and east European races has been gradual and has never reached the proportions in this that it has in other localities.

Discrimination to the extent of refusing employment has been constantly exercised toward Chinese, Japanese, and Negroes, and except in time of stress toward Greeks. Doubtless the operators have been guided in this position by the known antipathy of their workmen toward the races mentioned. This discrimination has served to keep those races completely out of the industry in the region referred to.

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[a] The demands of the striking miners were as follows: (1) An eight-hour day; (2) semimonthly payment of wages and the abolition of the "scrip" system; (3) an increase of 20 per cent of the tonnage rate, the use of the 2,000-pound ton, and the installation of a check weighman; (4) the same wages for day workers for an eight-hour day as previously paid for a longer day; and (5) adequate provisions for health and safety.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

As pointed out in the preceding section, the natives and north Europeans have been employed in the mines of this region for a longer period than the south and east Europeans. There is doubtless a direct connection between this fact and the conditions indicated by the following table of occupations:

TABLE 5.—*Male employees in coal mines in northern Colorado, by occupation groups and general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father, White	196	83	85	20	8
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	1	1			
England	46	21	22	3	
France	1	1			
Germany	37	16	18	3	
Ireland	19	12	5	1	1
Italy North	3	2	1		
Italy, South	4	2	2		
Poland	3	1			2
Russia	1	1			
Scotland	10	3	3	3	1
Sweden	4	1	2	1	
Wales	17	6	9	1	1
Total native-born	342	150	147	32	13
Foreign-born, by race:					
Bulgarian	1		1		
Canadian	3		3		
Danish	1			1	
English	84	52	20	6	6
French	31	27	3	1	
German	45	33	11		1
Greek	29	28	1		
Irish	6	2	3	1	
Italian, North	105	[b] 92	[c] 12	1	
Italian, South	83	72	9	2	
Lithuanian	11	11			
Magyar	2	1	1		
Mexican	1	1			
Polish	21	21			
Russian	1	1			
Scotch	17	11	5	1	
Slovak	14	11	3		
Slovenian	28	24	2	2	
Swedish	5	4		1	
Turkish	1	1			
Welsh	48	34	11	2	1
Total foreign-born	537	426	85	18	8
Grand total	[d] 879	576	232	50	21

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[a] The grouping of occupations in Table 5 is as follows:

GROUP I. *Miners and loaders.*—Loader loader's apprentice, loader and shooter machine runner, miner pick miner.

GROUP II. *General labor.*—Box car trimmer, bailing water, brattice man box car runner, bit heater, bit sharpener, brakeman, blacksmith helper, cager, car runner, cleaning roads, carpenter helper, driver, dumper fire runner, firemen, gas man, greaser, hook kicker, nipper, oiler, rope rider, shot firer, switchman, spragger slate picker, sundry labor, timber man, track layer, track man, trapper, tippleman, trip rider, watchman

GROUP III. *Mechanics and engineers.*—Blacksmith, carpenter, electrician, electricians' helper, engineer (all kinds), engine hoister, motorman, pumpman.

GROUP IV. *Superintendent, bosses, and foremen.*—Fire boss, foreman, machine foreman, mule boss parting boss, pit foreman, superintendent.

[b] Including 4 Italians, not specified.

[c] Including 1 Italian, not specified.

[d] Includes some covered by pay roll in addition to those included in Table 4.

All supervisory positions in the 6 mines to which the foregoing table relates are held by natives and north Europeans, while of the 50 mechanics and engineers employed, 45 are of those race groups. The "general labor" was composed chiefly of natives and the older immigrants, 90.5 per cent coming from north Europe or native stock. This occupation group includes all of the "outside" work and light "jobs," which are done in many cases by the children of immigrants before they take up underground work. Sixty-two of those employed in "general labor" were native-born of foreign father. The work classified under that caption includes also a number of semiskilled occupations, such as mechanics' helpers, shot firers, track layers, timbermen, etc., which in some instances are stepping stones to a skilled trade, and so attract many of the more ambitious laborers.

The majority (79.3 per cent) of all the immigrants of the locality from whom data were secured, are engaged in mining and loading. Of these, 45.1 per cent are from south Europe. Of all the south Europeans employed 88.5 per cent are miners. The majority of these are Italians, with a smaller number of Greeks. Slovaks, Slovenians, and Lithuanians are also employed in considerable numbers as miners and loaders.

Table 6 shows the occupational grouping of the races in percentages.

Table 6.—*Per cent of male employees in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father, White	196	42.4	43.3	10.2	4.1
Native-born of foreign father	146	45.9	42.5	8.2	3.4
Foreign-born, by race:					
English	84	61.9	23.8	7.1	7.1
French	31	87.1	9.7	3.2	.0
German	45	73.3	24.4	.0	2.2
Greek	29	96.6	3.4	.0	.0
Italian, North[a]	105	87.6	11.4	1.0	.0
Italian, South	83	86.8	10.8	2.4	.0
Polish	21	100.0	.0	.0	.0
Slovenian	28	85.7	7.1	7.1	.0
Welsh	48	70.8	22.9	4.2	2.1
Miscellaneous[b]	63	68.3	25.4	6.3	.0
Grand total	879	65.5	26.4	5.7	2.4
Total native-born	342	43.9	42.9	9.4	3.8
Total foreign-born	537	79.3	15.8	3.4	1.5

[a] Including 4 Italians, not specified.
[b] Includes races reporting less than 20.

With the exception of the native-born, the majority of all the races are employed as miners. Of the foreign-born, 79.3 per cent as opposed to 43.9 per cent of the native-born are miners. The Poles, Greeks, North Italians, French, South Italians, and Slovenians show the largest percentage of miners, in the order named. As general laborers the natives are employed in the largest proportion to their numbers. Of the foreign-born only 15.8 per cent do this type of work. The races with the largest percentages in this group are the

German, English, Welsh, North Italians, South Italians, and French. Only 3.4 per cent of the foreign-born are skilled workmen, whereas 9.4 per cent of the native-born were reported in this occupation group. No Greeks, Germans, or Poles were reported among them. Of the races represented in this occupation group those employed in the largest ratio to their numbers were English, Slovenians, Welsh, French, North Italians, and South Italians, in the order named. Three and eight-tenths per cent of the native-born were superintendents, "bosses," or foremen, as opposed to 1.5 per cent of all the immigrants. As noted above, all of the foreign-born employed in supervisory positions were from north European races—English, German, and Welsh. Seven and one-tenth per cent of the English fall in this occupation group; in fact this race furnishes almost one-third of the entire supervisory force. Only one German and one Welshman were foremen, the remainder of this group being native-born.

HOURS AND EARNINGS OF LABOR.

According to the terms of the agreement between the operators and the employees, the working day is eight hours for all classes of labor. This has been interpreted to mean eight hours of actual work, exclusive of the time necessarily spent in entering and coming out of the mines. The men have held themselves in readiness to work six days per week, Sundays and legal holidays excepted, if desired to do so by the operators. The mines are run on full time during the fall and winter for about six months, the busy season beginning with October or November and lasting until some time in April. During the remainder of the year the work is irregular, averaging about one-third full time. In "slack times" the force is cut down by "laying off" men on the basis of efficiency. An effort has been made, however, to give all of the men sufficient work to keep them in the locality in readiness for the next active season.

The varying regularity of employment may be concretely illustrated by data from the pay rolls of one of the mines investigated. Table 7 shows the average number of miners and loaders employed and the average output per man by months, and also the average number of "company men" and the average number of hours worked per man by months. In regard to the point in question, this mine is typical of the several investigated.

TABLE 7.—*Average number of miners and loaders employed, and their output, and average number of company men and hours worked, for one mine, 1908.*

Month.	Monthly output per man for miners and loaders (tons).	Average number of miners and loaders employed per month.	Number of hours per month worked by company men.	Average number of company men employed per month.
January	107.9	134	117.5	46
February	75.2	126	109.1	44
March	82.1	126	128.3	29
April	42.6	108	165.4	22
May	40.2	75	172.1	19
June	61.8	68	152.4	21
July	46.0	83	152.6	26
August	48.9	96	170.7	29
September	72.9	108	143.4	35
October	117.0	130	182.6	54
November	94.7	141	182.6	50
December	114.1	132	160.0	56

It will be noted that the least employment was offered in the summer months, May to September. Throughout this period the miners and loaders who worked did not work full time, as is evidenced by the small output. For the two months preceding—March and April—a relatively large number of miners and loaders were at work, but their output was extremely small. From the beginning of October through February was the heaviest season for this mine, the maximum output being reached in October, when 139 miners were employed with an average output per man of 117.9 tons. The company men, instead of working part time as the miners and loaders did, were laid off a few at a time. Those who remained worked practically full time. From October first until the last of February little variation was shown in the number of company men employed. For the other months the numbers were smaller, the minimum number falling in May.

The coal industry of this district finds the chief market for its product in Denver and other neighboring localities, in railroad traffic and in the beet-sugar factories nearby. During the winter months the mines produce directly for these refineries to a large extent, and anything that affects the latter indirectly affects the mines. For example, the beet crop has been poor for the past two seasons, and this has led to less steadiness in employment during the winter months at the coal mines. The railroads furnish a fairly regular demand for a certain amount of coal the year round, and on this market the operation of the mines during the summer months largely depends.

The following table of earnings covering 510 employees was computed from the statements of their average daily earnings made by the men themselves. The actual numbers earning each specified wage are included in the General Tables. Table 8 shows the percentage of each race of which 13 or more members were reported earning each specified wage. All other races are grouped as "Miscellaneous."

TABLE 8.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Per cent distribution.	Per cent earning each specified amount per day.									
			Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 and over.
Native-born of native father, White	68	13.3	0.0	2.9	0.0	2.9	4.4	2.9	14.7	55.9	11.8	4.4
Native-born of foreign father, by country of birth of father:												
England	35	6.8	.0	2.9	.0	5.7	.0	.0	2.9	82.8	5.7	.0
Germany	17	3.3	.0	.0	.0	.0	5.8	.0	35.3	41.2	17.7	.0
Other countries	40	7.8	.0	.0	.0	2.5	.0	2.5	7.5	80.0	7.5	.0
Foreign-born, by race:												
English	67	13.1	1.5	1.5	.0	3.0	.0	3.0	3.0	70.1	13.4	4.5
French	14	2.7	.0	21.4	.0	28.6	.0	7.1	.0	21.4	21.4	.0
German	23	4.5	4.3	.0	.0	4.3	8.7	.0	4.3	69.6	8.7	.0
Greek	19	3.7	.0	.0	.0	.0	.0	26.3	5.3	63.1	5.3	.0
Italian, North	72	14.1	9.7	9.7	1.4	16.7	11.1	2.8	1.4	45.8	1.4	.0
Italian, South	62	12.1	.0	4.8	.0	3.2	8.1	3.2	3.2	69.4	6.5	1.6
Scotch	13	2.5	.0	.0	.0	7.7	.0	.0	7.7	69.2	15.4	.0
Slovenian	14	2.7	.0	.0	.0	14.3	.0	7.1	.0	71.4	7.1	.0
Welsh	32	6.2	.0	.0	.0	.0	.0	.0	3.1	81.3	15.6	.0
Miscellaneous	34	12.1	5.9	5.9	.0	11.8	2.9	.0	2.9	55.9	11.8	2.9
Grand total	510	100.0	2.2	3.7	.2	6.4	3.9	3.1	5.9	63.5	9.4	1.8
Total native-born of foreign father	92	18.0	.0	1.1	.0	3.3	1.1	1.1	10.8	73.9	8.7	.0
Total native-born	160	31.3	.0	1.9	.0	3.1	2.5	1.9	12.5	66.2	10.0	1.9
Total foreign-born	350	68.7	3.1	4.6	.3	8.0	4.6	3.7	2.9	62.3	9.1	1.4

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The earnings of the foreign-born employees were on the whole somewhat lower than those of the native-born. Of the former 72.8 per cent, as against 78.1 per cent of the latter, earned more than $3 per day. At the other end of the scale the difference was even more noticeable. Of the 21.9 per cent of the native-born earning less than $3 per day, 14.4 per cent were earning between $2 and $3 and 7.5 per cent between $1 and $2. Of the 27.2 per cent of the foreign-born earning less than $3 per day, on the other hand, only 6.6 per cent earned between $2 and $3 per day, while 17.5 per cent earned between $1 and $2, and 3.1 per cent reported daily earnings of less than $1 per day.

The native employees born of foreign father showed a higher earning capacity than the other native-born, 82.6 per cent of this group earning more than $3 per day, while only 5.5 per cent earned less than $2 per day, leaving 11.9 per cent in the groups earning between $2 and $3 per day. More than one-half of these native employees born of foreign father are of English and German descent.

Turning to the foreign-born, it is evident that the north Europeans, excepting the French, earned the largest daily wage. The Welsh rank first among the races, reporting 96.9 per cent earning between $3 and $4 per day, and the remaining 3.1 per cent between $2.50 and $3. Of the English, 83.5 per cent earned between $3 and $4 and 4.5 per cent $4 or over per day. The Scotch reported 84.6 per cent as earning between $3 and $4 per day. Of the Germans, 78.3 per cent earned between $3 and $4 per day. Only 42.8 per cent of the French earned between $3 and $4 per day, but one-half of these were earning $3.50 or over. Some 21.4 per cent earned between $1 and $1.25, while 35.7 per cent reported a daily wage of between $1.50 and $2.50 per day.

Among the south and east Europeans, the Slovenians and South Italians reported the largest daily earnings, the former showing 78.5 per cent earning between $3 and $4 per day, 14.3 per cent between $1.50 and $1.75, and 7.1 per cent between $2 and $2.50. Of the South Italians 1.6 per cent earned $4 or over, 75.9 per cent between $3 and $4, 6.4 per cent between $2 and $3, and 16.1 per cent between $1 and $2 per day. The earnings of the North Italians ranged lower, only 47.2 per cent reporting between $3 and $4 per day. About 4.2 per cent earned between $2 and $3, 38.9 per cent between $1 and $2, and 9.7 per cent under $1 per day. Of the Greeks 68.4 per cent earned between $3 and $4 and 31.6 per cent earned between $2 and $3 per day.

The racial comparisons most clearly emphasized by this table are that the second generation of immigrants had the largest daily earnings; that those who were native-born of native father were next in the scale of earnings, and that the foreign-born rank in the following order: Welsh, English, Scotch, Germans, Slovenians, South Italians, Greeks, French, and North Italians.

The data presented in the preceding table should be kept in mind during the consideration of the following tables, based on the actual pay rolls of five of the mines investigated for the period of a half month. The data thus secured are presented on an occupation basis, by races. Table 9 shows the percentages of each race reporting more than 20 persons who earned specified amounts during the half month covered by the pay rolls, and also the average earnings per day for each race. Only the first two occupation groups are included, the numbers reported in the other two being too small for racial comparisons.

TABLE 9.—*Per cent of male employees in five Colorado mines earning each specified amount from January 1, 1909, to January 15, 1909, by occupation group[a] and general nativity and race.*[*]

MINERS AND LOADERS.

General nativity and race.	Number reporting complete data.	Average earnings per day.	Per cent earning each specified amount during the half month.										
			Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 or over.
Native-born of native father, White	45	$2.83	11.1	13.3	4.4	13.3	35.6	4.4	6.7	4.4	0.0	6.7	0.0
Native-born of foreign father	54	3.45	5.6	5.6	11.1	14.8	11.1	14.8	11.1	7.4	12.9	1.8	3.7
Foreign-born, by race:													
English	49	2.94	2.0	12.2	16.3	14.3	12.2	14.3	10.2	6.1	12.2	.0	.0
French	24	2.95	4.2	4.2	8.3	8.3	12.5	41.6	12.5	4.2	4.2	.0	.0
German	30	3.09	3.3	3.3	10.0	20.0	10.0	33.3	3.3	10.0	3.3	3.3	.0
Greek	28	3.06	.0	14.3	7.1	21.4	14.3	17.9	14.3	3.6	3.6	3.6	.0
Italian, North[b]	92	3.26	6.5	.0	2.2	10.9	12.0	19.6	18.5	15.2	12.0	1.1	.0
Italian, South	72	3.47	1.4	4.2	12.5	5.6	8.3	13.9	15.3	15.3	12.5	11.1	.0
Welsh	30	2.64	.0	20.0	13.3	26.7	10.0	26.7	3.3	.0	.0	.0	.0
Miscellaneous	55	......	3.6	3.6	9.1	18.2	7.3	16.4	20.0	12.7	5.5	3.6	.0
Grand total	479	3.18	4.2	6.5	8.9	13.9	13.2	18.2	12.9	9.6	8.4	3.6	.4
Total native-born	99	3.18	8.1	9.1	8.1	14.1	22.2	10.1	9.1	6.1	7.1	4.0	2.0
Total foreign-born	380	3.20	3.2	6.1	9.2	13.9	10.8	20.3	13.9	10.5	8.7	3.4	.0

GENERAL LABORERS.

General nativity and race.	Number reporting complete data.	Average earnings per day.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 or over.
Native-born of native father, White	52	$2.82	5.8	11.5	7.7	9.6	9.6	13.4	21.2	13.4	7.7	0.0	0.0
Native-born of foreign father	59	2.77	3.4	8.5	8.5	10.2	16.9	22.0	18.6	6.9	3.4	.0	1.7
Foreign-born, by race:													
English	20	2.94	5.0	.0	10.0	.0	.0	30.0	25.0	15.0	10.0	5.0	.0
Miscellaneous	64	......	7.8	12.5	3.1	6.3	10.9	7.8	25.0	14.1	12.5	.0	.0
Grand total	195	2.83	5.7	9.8	6.7	7.7	11.3	15.9	22.1	11.3	8.2	.5	.5
Total native-born	111	2.80	4.5	9.9	8.1	9.9	13.5	18.0	19.8	9.9	5.4	.0	.9
Total foreign-born	84	2.87	7.1	9.5	4.8	4.8	8.3	13.1	25.0	14.3	11.9	1.2	.0

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Only 2 occupation groups are included in this table; too few in other groups for racial comparisons.

[b] Including 3 Italians, not specified.

Upon comparing these data with those presented in the first table of earnings, some interesting differences are found. These are explained by the fact that in the first table no consideration is given to differences in occupation, while in the latter the earnings of miners and laborers are presented separately. From an examination of the data presented in the latter table, it becomes clear that the larger earnings of the natives and north Europeans as shown in the first table, are accounted for chiefly by the fact that most of the skilled and supervisory positions are filled by members of those races. It must be added, moreover, that the earnings of the several races engaged as miners, as shown by the pay rolls, do not indicate accurately the relative efficiencies of the several races engaged in that branch of the work, for the pay rolls merely show how many days each man entered the mine and mined coal, and not the number of hours or number of full days he worked. In tabulating the data it has been necessary to count each day upon which a man mined coal as a full day, but frequently the day was not complete. It is possible that the South Italians, for example, worked more intensively and for longer hours than did the other races, thus increasing their average daily earnings during the period. In fact, the testimony of the operators is that the south Europeans, especially the South Italians, engaged in "pick" mining, handle more coal than other races, but that as a result of their haste and carelessness the coal they mine is not in good condition.

The earnings of the general laborers on the other hand, as given in pay rolls, were recorded with the number of hours worked during the half month. The average daily earnings were computed on the basis of an eight-hour day, thus putting all the races upon the same basis for purposes of comparison. In this occupation group, the north Europeans and natives were largely represented and their average daily earnings were larger than those of the south and east Europeans. The members of the latter racial groups were employed for the most part in the less remunerative occupations such as trackmen, driver, dumper, etc.

Taking the average daily earnings of the native-born, $3.18, as a basis of comparison, the table shows that as miners and loaders the foreign-born earned $0.02 more per day on the average. A sharp contrast appears between miners who were native-born of native father and those who were native-born of foreign father. The latter earned $0.28 per day more than the average for all the native-born, while the former earned $0.35 less. Only the Italians among the foreign-born exceeded in daily earnings the amount earned by the native-born, the South Italians by $0.29, and the North Italians by $0.08 per day. However, since 43.2 per cent of the foreign-born were of this race, the average for all foreign-born is raised above that of the native-born. The other races of the foreign-born ranked with regard to their average daily earnings as follows: German, Greek, French, and English.

The same general relation holds when the total amount earned during the entire period covered by the pay rolls is considered. Of the native-born 13.1 per cent earned more than $40, 15.2 per cent between $30 and $40, 32.3 per cent between $20 and $30, and 39.4 per cent under $20. The contrast between the miners native-born of native father and those native-born of foreign father is even more sharply drawn than in regard to average daily earnings, 77.7 per cent of the former earning less than $25 as opposed to 48.2 per cent of the native-born of foreign father with similar earnings. Of the former group 6.7 per cent earned more than $40, 11.1 per cent between $30 and $40, 40 per cent between $20 and $30, and 42.1 per cent under $20. The native-born of foreign father reported 18.4 per cent earning more than $40, 18.5 per cent between $30 and $40, 25.9 per cent between $20 and $30, and 37.1 per cent under $20. The foreign-born as a class earned a greater total amount during the half month than did the native-born. More than $40 was earned by 12.1 per cent, while 24.4 per cent earned between $30 and $40, 31.1 per cent between $20 and $30, and 32.4 per cent under $20. This difference is due entirely to the large total earnings of the Italians (North and South).

Of the North Italians 14.1 per cent earned more than $40, 33.7 per cent between $30 and $40, 32.6 per cent between $20 and $30, and 19.6 per cent under $20. The South Italians ranked still higher, 23.6 per cent earning more than $40, 30.6 per cent between $30 and $40, 22.1 per cent between $20 and $30, and 23.7 per cent under $20. All of the other races reported on the pay rolls earned less than did the native-born, the order with regard to earnings being English, Greek, French, German, and Welsh.

In these data showing the proportions of each race earning certain amounts during the half month no cognizance is taken of the regularity of the work nor the hours worked each day, with regard to miners and loaders. In view of this fact this table should not be taken as absolute in estimating the relative efficiency of the various races in this occupation group.

The data for the general laborers are more accurate, as noted above, because they are based on an eight-hour day. The earnings of this group were far more uniform than in the preceding one, the greatest variation in the average daily earnings being $0.17. The average daily earnings of the native-born were $2.80. The native-born of native father earned $0.03 more than this, those of foreign father $0.03 less. The average for the foreign-born was $0.07 greater than for the native-born. Only one race, the English, was reported in this group in sufficient numbers to warrant a comparison of percentages. That race reported average earnings $0.14 greater than those of the native-born.

The data with regard to the total earnings during the period may be taken as indicative of the length of time worked rather than of earning capacity; since men working on "company time" are paid by the hour and not by the piece, as noted above, the average wages paid did not vary greatly for different races. Of all native-born 36 per cent earned more than $30, or in other words, were at work ten or more days during the half month; 31.5 per cent earned between $20 and $30, which means between seven and ten full days' work, while 32.4 per cent earned less than $20, or worked less than seven days. There was little difference between the two classes of native-born, but the native-born of native father showed a slightly greater proportion earning more than $30. Of the English, on the other hand, 55 per cent earned more than $30, 30 per cent between $20 and $30, and only 15 per cent below $20, indicating an unusual degree of regularity of work for that race.

Since the contrast between races in this district is to a large measure lost in the more general contrast between the natives and north Europeans and the south and east Europeans, it has been deemed well to introduce that classification into the table following, which shows the percentages of these racial groups earning each specified amount in the half month, by occupation.

TABLE 10.—*Per cent of male employees in five Colorado mines earning each specified amount from January 1, 1909, to January 15, 1909, by occupation group and general nativity and race group.*[a]

MINERS AND LOADERS.

General nativity and race group.[c]	Number reporting complete data.	Per cent earning each specified amount during the half month.										
		Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 and over.
Native-born of native father, White	45	11.1	13.3	4.4	13.3	35.6	4.4	6.7	4.4	0.0	6.7	0.0
Native-born of foreign father	54	5.6	5.6	11.1	14.8	11.1	14.8	11.1	7.4	12.9	1.8	3.7
Foreign-born, by race group:												
North European	150	2.7	9.3	12.7	18.0	10.7	25.3	9.3	6.0	5.3	.7	.0
South and east European	223	3.6	2.9	6.0	11.4	10.9	16.7	17.1	13.6	10.9	5.3	.0
Miscellaneous	7	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
Grand total	479	4.2	6.6	8.9	12.9	13.2	18.2	12.9	9.0	8.4	3.6	.4
Total native-born	99	8.1	9.1	8.1	14.1	22.2	10.1	9.1	6.1	7.1	4.0	2.0
Total foreign-born	380	3.2	6.1	9.2	12.9	10.8	20.3	12.9	10.5	8.7	3.4	.0

GENERAL LABORERS.

General nativity and race group.[c]	Number reporting complete data.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 and over.
Native-born of native father, White	52	5.8	11.5	7.7	9.6	9.6	13.4	21.2	13.4	7.7	0.0	0.0
Native-born of foreign father	59	3.4	8.5	8.5	10.2	16.9	22.0	18.6	6.8	3.4	.0	1.7
Foreign-born, by race group:												
North European	49	10.2	2.0	6.1	6.1	4.1	14.3	24.5	16.3	14.3	2.0	.0
South and east European	32	3.1	18.8	3.1	3.1	15.6	12.5	28.1	9.4	6.3	.0	.0
Miscellaneous	3	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
Grand total	195	5.7	9.8	6.7	7.7	11.3	15.9	20.1	11.8	8.2	.5	.5
Total native-born	111	4.5	9.9	8.1	9.9	13.5	18.0	19.8	9.9	5.4	.0	.9
Total foreign-born	84	7.1	9.5	4.8	4.8	8.3	13.1	25.0	14.3	11.9	1.2	.0

MECHANICS AND ENGINEERS.

General nativity and race group.[c]	Number reporting complete data.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 and over.
Native-born of native father, White	14	0.0	0.0	0.0	0.0	7.1	7.1	14.3	21.4	42.9	7.1	.0
Native-born of foreign father	12	.0	16.6	.0	.0	8.4	.0	33.3	8.4	25.0	8.4	.0
Foreign-born, by race group:												
North European	12	8.3	.0	.0	.0	.0	.0	8.3	83.3	.0	.0	.0
South and east European	5	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
Grand total	43	4.7	4.7	.0	.0	4.7	2.3	23.3	9.2	46.5	4.7	.0
Total native-born	26	.0	7.7	.0	.0	7.7	3.8	23.1	15.4	34.6	7.7	.0
Total foreign-born	17	11.8	.0	.0	.0	.0	.0	23.5	64.7	.0	.0	.0

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[c] The classification of races in this table is indicated in the note on p. 242.

[b] Not computed, owing to small number involved.

Table 10 indicates clearly that the south and east Europeans as a class earn more as miners and loaders than do the north Europeans or the natives. Of the south and east Europeans 16.2 per cent earned more than $40, whereas only 6 per cent of the north Europeans and 13.1 per cent of the native-born earned a similar amount. Of the south and east Europeans 30.7 per cent earned between $30 and $40, as against 15.3 per cent and 15.2 per cent for the other groups. For those earning between $20 and $30 the percentages are, south and east Europeans 27.6 per cent, north Europeans 36 per cent, and native-born 32.3 per cent. Of the south and east Europeans 25.4 per cent earned less than $20, whereas the proportions of the other groups were 42.7 per cent and 39.4 per cent, respectively.

With regard to "general laborers" the situation was the reverse. Of the north Europeans 16.3 per cent earned more than $40, as opposed to 6.2 per cent of the south and east Europeans and 6.3 per cent of the native-born. The proportions earning between $30 and $40 were 40.8 per cent for the north Europeans and 37.5 per cent and 29.7 per cent for the other groups. Of the north Europeans 18.4 per cent earned between $20 and $30, while 28.1 per cent of the south and east Europeans and 33.4 per cent of the native-born earned a similar amount. Only 24.1 per cent of the north Europeans earned less than $20, while 28.1 per cent of the south and east Europeans and 32.4 per cent of the natives were reported in this group. On the whole, therefore, the north Europeans earned most as general laborers, the natives next, and the south and east Europeans last. The contrast noted between these racial groups as regards earnings in the first two occupation groups has been explained in the preceding discussion.

As skilled laborers, only five south and east Europeans were reported, so that the only comparison to be had is between the north Europeans and the native-born. In this group the employees native-born of native father have the largest earnings, 50 per cent earning more than $40, in contrast to 33.4 per cent of those who were native-born of foreign father. Between $30 and $40 the relative proportions are, native-born of native father 35.7 per cent, native-born of foreign father 41.7 per cent, and north Europeans 91.6 per cent. Only 14.2 per cent of the skilled laborers native-born of native father earn less than $30, as against 25 per cent of the children of immigrants and 8.3 per cent of the north Europeans.

Since only 14 superintendents, foremen, and bosses were reported, no percentages have been computed. Half of this group were native-born and half foreign-born. The foreign-born, all north Europeans, earned somewhat more for the period under consideration than did the native-born. The data, however, are insufficient to warrant close comparisons. They merely serve to show the type of persons employed in supervisory work and in general the wages paid for such work. Six of the 14 earned more than $50 during the half month, 5 between $40 and $50, and 3 under $40.

From one mine investigated data were secured with regard to the annual earnings of employees. At this mine the miners and loaders earned on the average $481.62 during 1908, mining 903.9 tons per man. No record was kept of the days worked by this class. The "company men," including both skilled and unskilled men working by the day, worked on the average 223.7 days during 1908. Their average earnings amounted to $753.60. The mine reporting these data was in operation twelve months and was typical of the other mines of this locality. Although "company men," as here used, includes not only general laborers, but also the higher-occupation groups, these data may be taken as illustrative of the general relation between piecework and "day" work which obtains in the western field. It is true that as a rule the daily earnings of miners and loaders are greater than those of any other class save a few higher mechanics and foremen. However, the extreme irregularity of their work prevents them from earning during a given period of time as much as the general laborers who work most of the time at a smaller daily wage. This fact should be held in mind in comparing the earnings of various occupation groups as well as in dealing with those races who are employed most largely as pieceworkers.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

At all except one of the six mines from which data were secured houses are owned by the company and rented to the men. The prevailing rate is $2 per room per month. The houses are well-kept frame cottages with from three to six rooms each. However, they are in no instance equipped with modern improvements, such as electric or gas lighting, baths, or flush toilets. No board or lodging is furnished by any of the companies. At the one mine where no houses are furnished for the use of the men a large boarding house is rented to a manager, who supplies the employees with board and lodging as a business venture. The mine is relatively small, employing in the neighborhood of 100 men. The men pay $5.50 per week for board and room, or $4 per week for board alone. Single meals are to be had for $0.25 each. The food served is clean, wholesome, and ample in quantity. The rooms are well kept, airy, and not overcrowded, one man to the room being the rule. Since the mine is located close to a town, other accommodations are easily obtainable.

At the mine last mentioned no store of any kind is operated by the company. In all other cases stores are conducted either by the company or by an affiliated corporation. They carry an extremely varied stock of merchandise, of uniformly good quality, and sell at fair prices. In fact, it is claimed that in most cases prices are more reasonable than are those of independent stores in the neighborhood. Officially there is no compulsory patronage, and in every case independent stores are easily accessible. Charges have been made, however, by several employees that in times of slack work favors are shown to those who patronize the company stores. No substantiation of these charges was found upon the examination of the books of the mine, which were freely exhibited. As far as could be learned, the only basis of "laying off" in "slack times" was one of efficiency. Union men at various mines stated freely that the operators are very fair in their treatment of the men. Leniency is shown in respect to arrears of rent or store bills when the immediate collection of them would result in any hardships to the workmen and their families. The stores as a rule extend credit for several months without extra charge.

The "scrip" system of payment has not obtained in this field. The "articles of agreement" between the operators and the men provide for semimonthly payments of wages not later than the first and third Saturdays of each month, payment to be made in legal currency or in checks redeemable without discount at the nearest office of the company. To prevent any exploitation of the workmen in the measurement of the product, the men employ a check weighman whose duty it is to verify the tonnage credited to each miner as it is weighed. This officer has a number as a miner, and all unclaimed coal is placed to his credit. Besides such remuneration as he receives in this way, his earnings are increased by an assessment levied on all of the men in proportion to their several outputs. This assessment is deducted by the operators from each man's credit on the pay roll and paid to the check weighman in a lump sum.

The agreement with the union pledges the operators not to make deductions for physician's fees "unless such deduction is authorized by the individual employee." The operators also agree to furnish first relief to the injured in case of accident. Other than this, the companies have no connection with the hospital or medical service furnished to the men. At none of the mines investigated has any attempt been made by the operators to conduct any form of welfare work for the educational or social advancement of their employees.

OTHER CONDITIONS OF EMPLOYMENT.

In general the sanitary conditions of the coal mines in northern Colorado were found to be good. Careful inspections are made by the state coal-mine inspector at frequent intervals, and many precautions are taken to insure a sufficient supply of fresh air for the men, and other conditions necessary for healthful underground work.

In the majority of the mines in this district the employees were not liable to any unusual dangers other than those attendant upon all underground work, such as cave-ins from the roof or accidents incident to transportation. In one of the mines investigated, however, the presence of an unusual amount of noxious gas in the coal increased the dangers of the workmen. Every precaution is taken to avoid this danger. Two fire bosses are employed, who are required to make daily reports to the state coal-mine inspector.

The statistics of fatalities in the mines of Weld and Boulder counties for 1907 and 1908 show that 16 men were killed during those years, or 1 man to every 193,576 tons of coal mined. Of these, 7 were killed by falling rock or coal, 3 by explosions, 3 by being struck by cars, and 3 by falling down shafts. Six of those killed were Italians, 4 Americans, 2 Greeks, 2 French, 1 German, and 1 English. This is an extremely small number, for in the entire State of Colorado 143, or 1 for every 145,024 tons of coal mined, were killed during these years.* All the accidents, it will be noted, were in a sense preventable, since careful timbering of weak roof spaces and proper care in regard to handling cars and in ventilation should avert such disasters. With this in mind, it is significant that one-half of those killed were south and east Europeans, although a much smaller proportion of the races of that group are employed. The introduction into the mines of immigrants unfamiliar with English and inexperienced in coal mining has undoubtedly increased the danger of accidents resulting from ignorance or carelessness. Even with more detailed supervision this holds true.

RELATIONS BETWEEN THE RACES EMPLOYED.

Two general race groups are evident in this coal field, natives and north Europeans, and south and east Europeans. The former group intermingle freely, with almost no racial distinction, at work as well as in their social life. They are united in objecting to all association with the other groups. The south and east Europeans, on the other hand, are clannish. Where it is customary for two miners to work together, it is a rare occurrence for two of different race groups to select each other as "buddies," as the partners are called. In housing and boarding the same tendency is evident. Members of each south and east European race tend to secure contiguous houses wherever possible, and when such a settlement is effected, little desire is shown for association with other foreign races or with natives.

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* Report of Colorado State Coal Mine Inspector, 1907-8, pp. 76 and 140.

No racial isolation is attempted by the operators, however, either at work or in housing. Whatever segregation exists has resulted entirely from the clannishness of the one class and the race prejudices of the other. Race prejudice has been evident among the natives and north Europeans, especially in those localities which have kept a large proportion of these races in their population. It is directed toward the Italians and members of the Slavic races, and particularly toward the Greeks. A decided antipathy toward Chinese, Japanese, and Negroes is evident among all classes employed, and this attitude has doubtless influenced the employers in their refusal of employment to these races. Another obstacle to the introduction of these races is their ineligibility to membership in the local union, because of the prejudice of the members of the union, as already noted.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

The employers and foremen of the northern Colorado field regard the natives and immigrants from north Europe as the most generally satisfactory type of labor. They would prefer to have men of this race group entirely, but are obliged to depend upon the labor supply which is available. The usual order of preference is about as follows: For outside work: Americans and English-speaking races, Germans, French, Poles, North Italians, members of the Slavic races, South Italians, and Greeks; for underground work: Scotch, Germans, French, English, Welsh, Americans, North Italians, South Italians, Poles, members of the Slavic races, and Greeks. The English-speaking races are preferred for all supervision or other work involving much responsibility.

The opinions of employers in this section with regard to the second generation is that little improvement over their fathers has been shown. As a rule they are considered as less industrious. This is especially true of the descendants of north Europeans. The descendants of south and east Europeans, however, show considerable improvement as workers because of their knowledge of English, but they have lost much of the thrift of their parents. In one case, all children of immigrants were declared to be less satisfactory because they were too "independent," and hence intractable.

CHAPTER III.

SOUTHERN COLORADO.

[For General Tables see pp. 649 to 688.]

INTRODUCTION.

The investigation of immigrant labor at the coal mines and coke ovens of the southern Colorado field covered nine mines, located in three counties, Las Animas, Huerfano, and Fremont. Coke ovens were reported from Las Animas County only. These three counties produce more than two-thirds of the entire coal output of the State and contain the most important deposits of the southern Colorado fields. The nine mines from which data were secured produced in 1908, 1,164,743 tons, or about one-sixth of the total output of the three counties. It is estimated that 9,000 men are employed in the industry in these counties. Personal data were obtained from 2,417 of these men. Conditions at the mines visited were typical of the industry in the southern Colorado district.

RACES EMPLOYED.

Data were secured for 2,417 employees in the southern Colorado field. Of these 520 were native-born of native father (438 white and 82 negro), 152 native-born of foreign father, and 1,745 foreign-born. The native-born of native father included the children of immigrants from 15 different countries, while 34 races were represented among the foreign-born. The table next presented shows the percentage of the total reported by each race numbering 20 or more.

TABLE 11.—*Male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	Per cent of total.	General nativity and race.	Number.	Per cent of total.
Native-born of native father:			Foreign-born, by race—Con.		
White	438	18.1	Italian, North	490	20.3
Negro	82	3.4	Italian, South	361	14.9
Native-born of foreign father, by country of birth of father:			Japanese	65	2.7
England	22	.9	Magyar	48	2.0
Italy	25	1.0	Mexican	41	1.7
Scotland	29	1.2	Montenegrin	27	1.1
Wales	20	.8	Polish	127	5.3
Other countries	56	2.3	Scotch	35	1.4
Total native-born	672	27.8	Slovak	75	3.1
Foreign-born, by race:			Slovenian	164	6.8
Bohemian and Moravian	40	1.7	Welsh	41	1.7
Croatian	57	2.4	Miscellaneous[a]	103	4.3
English	38	1.6	Total foreign-born	1,745	72.2
German	33	1.4	Grand total	2,417	100.0

[a] Races reporting less than 20 are included under "Miscellaneous."

The native-born in the mines investigated constituted 27.8 per cent of the total. However, only 6.1 per cent were born of foreign father, whereas in the northern Colorado field three-fifths of the native-born reported were of foreign father. This difference is explained by reference to the data gathered with regard to the years of residence in the United States of foreign-born. Of the foreign-born in the northern field 52.8 per cent had been in this country ten years or over and 35.2 per cent twenty years or over, whereas in the southern Colorado field 74.1 per cent of those who were foreign-born and reported data upon this point had been in the United States less than ten years. Indeed 46.5 per cent had been in America less than five years. The immigrants who dominate this field are too recent arrivals to have reared a large second generation of mine workers. In fact 69.7 per cent of the persons native-born of foreign father are descended from north European stock,[a] the older immigrants who, as will be pointed out later, formerly composed the bulk of the labor supply of this locality, but who numbered only 9.9 per cent of the foreign-born from whom data were secured for this report.

The majority of the foreign-born employees in this district were south and east Europeans. In fact 58.3 per cent of all the employees reported were from south and east European countries, the Italians alone comprising 35.2 per cent of the total. The other races of this group which reported 20 or more, were present in the following order of numbers: Slovenians, Slovaks, Croatians, Magyars, Bohemians and Moravians, and Montenegrins. Poles were reported to the number of 127. Sixty-six Japanese and 41 Mexicans were also reported. As noted above, only comparatively few north Europeans, namely 174, appear in the data.

Further light upon the present labor supply is to be had from the data gathered with regard to conjugal condition. Of the foreign-born 53.5 per cent were married, as compared with 65.1 per cent in the northern field. Moreover, only 59.6 per cent of those who were married had their wives in the United States, whereas in the northern field 87.4 per cent of the immigrants who were married had their wives with them in the mining communities. Only 45.2 per cent of the immigrants of non-English-speaking races could speak English. Of those who had been in the United States less than five years only 26.6 per cent possessed this ability, while of those who had lived in America for five years or more 62 per cent could speak English. These facts indicate that the foreign-born mine workers of the southern field are more recent immigrants, with a larger proportion among them of unsettled men unable to speak English than those employed in the northern Colorado field. Under such conditions it is natural to expect a smaller proportion to become citizens. Of those who had been in the United States more than five years and who reported data on this point 37.8 per cent were still aliens and only 36.7 per cent had taken out their second papers, whereas, as noted in Chapter II, only 23.9 per cent of those of the northern Colorado field were still aliens and 51.1 per cent had taken out their second papers.

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[a] The terms "north European," "south European," and "east European," as used in this chapter, include the following races:

North European.—Danish, English, French, German, Irish, Scotch, Scotch-Irish, Swedish, and Welsh.

South European.—Greek, Italian (North), Italian (South), and Spanish.

East European.—Bohemian and Moravian, Bosnian, Bulgarian, Croatian, Dalmatian, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Roumanian, Russian, Ruthenian, Servian, Slovak, and Slovenian.

When reference is made to "Miscellaneous" the caption includes: Armenian, Canadian, Japanese, Korean, and Mexican.

RACE CHANGES.

The present racial composition of the labor supply, as shown above, is distinctly different from what it was formerly, for during the early development of coal mining in the southern Colorado field the labor supply was drawn entirely from north European races, Mexicans, and Americans. No other type of labor was used to any extent before 1890, when the first group of Italians and members of the Slavic races entered the field, finding employment at one of the older mines. The increase in the number of these newer immigrants and their general employment in the mines of the district was gradual. In 1892 they were first employed in another mine, and at about the same time they were used in several localities to develop new deposits. Within a few years following these south and east European races found their way in varying numbers into all the coal-mining communities of this field. Their increase was coincident with a noticeable decrease in the proportion of north Europeans and natives employed. This was especially true about 1900, when the number of south Europeans, especially Italians, was greatly augmented. A number of negroes were employed in 1896–97 at one mine. They have not increased in number, however, about the same relative proportions obtaining at the present time.

Union organization in southern Colorado has never been very effective. The United Mine Workers of America had many members among the miners employed there, however, before 1903. In that year the most severe labor troubles in the history of the district occurred. The demands of the strikers were the same throughout District 15 of the United Mine Workers of America.[a] Lack of complete organization on the part of the men, coupled with vigorous opposition from large and influential companies, caused the strike to fail. The struggle lasted from November 9, 1903, to October 12, 1904. In the three counties covered by this report approximately 8,650 men were on strike. Striking miners were evicted from their houses, built on land leased from the companies. Strike breakers, secured in many cases by agents in the East and in foreign countries, were introduced from whatever source they could be procured, and the aid of State troops invoked to protect them. Within two months after the strike was declared work had been partially resumed in almost all of the camps, and by June, 1904, the mines, with one or two exceptions, were being operated with a full complement of men. Some of the original strikers surrendered their union membership and returned to work, but the majority of them migrated to other fields at union expense, when the hopelessness of the strike became evident.

As a result of this displacement the races employed were radically changed. For strike breakers the races used in largest numbers were Japanese and Mexicans. South and east Europeans were also used to some extent, but not so effectively as the others, because many members of their own races were on strike and a bond of sympathy existed. The Japanese continued to work in the mines after the strike was over, but they have gradually left the field for other industrial or agricultural work. At the time of the investigation very few Japanese remained. The Mexicans, on the other hand, still work in the coal mines in considerable numbers. They are not very satisfactory workmen, however, and need the stimulus of high wages and advantageous work rooms, such as are obtainable in time of strikes, to induce them to adhere to regular hours and consistent effort. With these stimuli removed by the ending of the strike, the Mexicans have gradually fallen off in numbers until at the present time only about the same number are employed as were before 1903. Moreover, almost one-half of those work above ground.

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[a] See Chapter II, p. 243, note a.

The loss of the strike and the resultant continuation of some of the old conditions of work, wages, and hours have made work in this region distasteful to the higher type of miner. This has led to the migration of many north European and native miners from southern Colorado to other fields and other industries, and has militated against the settling of any of the representatives of the higher type of labor in the field to fill the places of the striking miners, and the Japanese and Mexican strike breakers who subsequently left the work. As a result the composition of the present labor supply is very largely south and east European.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

It is upon the native-born and the immigrants of earlier times that the coal mining and coke industries depend for most of their supervisory force and skilled laborers, while the miners and general laborers are very largely recent immigrants. Table 12 shows the number of each race employed in four occupation groups.

TABLE 12.—*Number of male employees in each specified occupation group, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.[b]	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	223	90	84	38	11
Negro	41	25	15	1	
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	9	6	3		
Canada	5	2	2		1
Denmark	1	1			
England	17	5	10	1	1
France	2		2		
Germany	9	1	2	4	2
Ireland	10	1	6		3
Italy, North	13	10	3		
Italy, South	4	3	1		
Mexico	1	1			
Netherlands	1		1		
Norway	1			1	
Poland	3	3			
Russia	1	1			
Scotland	15	4	7	1	3
Wales	13	6	4	1	2
Total native-born	369	159	140	47	23

[a] Not based on individual slips. Computed from employer's schedules from 6 of the 9 mines investigated. For classification of occupations, see Chapter II, p. 244.

[b] Includes coke workers.

TABLE 12.—*Number of male employees in each specified occupation group, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Foreign-born, by race:					
Bohemian and Moravian	19	18		1	
Bosnian	1	1			
Canadian (other than French)	9		4	4	1
Croatian	36	24	12		
Dalmatian	3	3			
Danish	1			1	
English	33	15	12		6
French	7	7			
German	19	14	4	1	
Hervat	11	6	5		
Herzegovinian	1	1			
Irish	8	5	3		
Italian, North	303	283	16	3	1
Italian, South	132	77	50	4	1
Japanese	68	67	1		
Lithuanian	1	1			
Magyar	27	22	5		
Mexican	115	58	49	7	1
Montenegrin	28	28			
Polish	92	81	10		1
Russian	10	9	1		
Ruthenian	4	4			
Scotch	21	10	9	1	1
Servian	5	5			
Slovak	56	53	3		
Slovenian	77	68	1	8	
Spanish	2		2		
Swedish	3	1		2	
Welsh	33	15	10	2	6
Miscellaneous	19	10	8	1	
Total foreign-born	1,139	886	205	39	18
Grand total	1,508	1,045	345	77	41

Of the superintendents, foremen, and bosses 56.1 per cent were native-born, as were 61.2 per cent of the mechanics and engineers, while only 40.6 per cent of the general laborers and 15.2 per cent of the miners and loaders were native-born. If the racial group which formerly dominated mine labor in the locality (north Europeans and native-born) be taken collectively, it becomes evident that almost all (89.2 per cent) of the supervisory work is done by this class. Of the mechanics and engineers 75.6 per cent were reported from the same group. Of the general laborers 51.6 per cent were north European or native-born, while 21.6 per cent of the miners and loaders were of this racial group. Only 3 south and east Europeans held supervisory positions, and but 11 found employment as mechanics and engineers. On the other hand, 65.5 per cent of the miners and loaders and 30.4 per cent of the general laborers were of this class. The other races represented were working almost exclusively at mining or loading, or general labor, most of the Japanese being in the former group, while almost half of the Mexicans were general laborers. The percentage of each race reporting more than 20 persons in each of the occupation groups is shown by Table 13.

TABLE 13.—*Per cent of male employees in each specified occupation group, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.[b]	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	223	40.4	37.7	17.0	4.9
Negro	41	60.9	36.6	2.4	.0
Foreign-born, by race:					
Croatian	36	66.7	33.3	.0	.0
English	22	45.4	36.4	.0	18.2
Italian, North	303	93.3	5.6	.9	.3
Italian, South	132	58.3	37.8	3.0	.8
Japanese	68	98.5	1.5	.0	.0
Magyar	27	81.5	18.5	.0	.0
Mexican	115	50.4	42.5	6.1	.9
Montenegrin	28	100.0	.0	.0	.0
Polish	83	88.0	10.8	.0	1.2
Scotch	21	47.6	42.9	4.7	4.7
Slovak	56	94.6	5.4	.0	.0
Slovenian	72	94.4	1.4	4.2	.0
Welsh	33	45.5	30.3	6.1	18.1
Miscellaneous[c]	123	69.1	21.9	8.1	.8
Grand total	1,508	69.3	22.9	5.1	2.7
Native-born of foreign father	105	42.0	39.0	7.6	11.4
Total native-born	369	43.1	37.9	12.7	6.2
Total foreign-born	1,139	77.7	18.0	2.6	1.6

[a] Not based on individual slips. Computed from employers' schedules from 6 of the 9 mines investigated. For classification of occupations, see Chapter II, p. 344.

[b] Includes coke workers.

[c] Races reporting less than 20 are classed as "Miscellaneous."

The English furnished a greater proportion of superintendents, foremen, and bosses than did any other race. The Welsh were next in this regard, followed by the native-born of foreign father, native-born of native father, Scotch, Poles, Mexicans, South Italians, and North Italians, in the order named. Of the whites native-born of native father, 17 per cent were mechanics or engineers, whereas only 7.6 per cent of the native-born of foreign father and 2.6 of the foreign-born were in this group. The various races rank in this regard as follows: Welsh, Mexican, Scotch, Slovenian, South Italian, Negro, and North Italian.

In the group of general laborers, 37.9 per cent of the native-born were reported as opposed to only 18 per cent of the foreign-born. Very small percentages of North Italians, Japanese, Poles, Slovaks, and Slovenians, and no Montenegrins were general laborers. The other races were present in about equal proportions. More than three-fourths (77.7 per cent) of the foreign-born were miners and loaders, whereas only 43.1 per cent of the native-born were in this group. Of the Negroes 60.9 per cent were miners or loaders. The order of races with regard to the proportions who were in this occupation group is as follows: Montenegrin, Japanese, Slovaks, Slovenians, North Italians, Poles, Magyars, Croatians, South Italians, Mexicans, Scotch, Welsh, and English.

The presence of a larger proportion of native-born and of the older type of immigrants in the general laboring class is to be explained primarily on the basis of earnings. While the miners and loaders, in general, secure a higher daily wage, their work is more irregular than that of the "company men," and hence their total earnings during a specified period are usually less than those of the general laborers who work with greater regularity for a smaller daily wage. This regularity appeals to the more settled type of labor. Furthermore the "outside" work is less dangerous and more agreeable in many ways—conditions which attract this class of laborers.

In general, the data with regard to occupations indicate that those races which have been in the field longest have risen most in the scale of occupations. The supervisory force as well as the mechanics and engineers are drawn very largely from the older immigrants and their children. Some of the more recent immigrants are entering the higher occupations, however. The data show that several Slovaks, Slovenians, and Italians were mechanics or engineers, while Italians and Poles were acting in supervisory capacities.

HOURS AND EARNINGS OF LABOR.

The southern Colorado field is not unionized, and no uniform hours of work prevail. In most of the mines investigated both the miners and "company men" worked a ten-hour day six days a week. At one mine the men were required to work seven days per week. At two mines the "company men" worked ten hours, while the miners worked only eight. At another mine only a part of the miners worked an eight-hour day.

The regularity of employment in this field varies in the different mines. The busiest season for three of the mines investigated was between October 1 and March 31. During this period the men worked practically full time, and during the remaining months about four days per week. Two of the other mines were worked most intensively from May 1 to March 31. The coal here is semi-bituminous and can be stored without deterioration. For this reason mining was carried on with a full complement of men during the summer months, the miners working an average of two-thirds time or more during this period. During the other months less coal was mined, and about half time was the rule. Some work was found for the men in preparing for the storage of coal and in general repair work around the mines.

One establishment of those investigated was in operation seven days a week all the year around. Connected with this mine were coke ovens, which supplied work for more than 30 men. The close association of the coke plants with the mine doubtless accounts for the constant operation during the year.

With regard to the daily earnings of mine workers and coke workers, data were secured from 2,242 men in this district. These data are presented in Table 14.

TABLE 14.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	399	0.5	0.5	2.5	2.7	20.1	25.6	21.1	17.2	5.0	[illegible]
Negro	81	.0	.0	.0	6.1	2.5	14.8	39.6	24.7	6.1	[illegible]
Foreign-born, by race:											
Bohemian and Moravian	38	.0	.0	5.3	2.6	10.5	31.6	21.1	26.3	2.6	.0
Croatian	56	.0	1.8	.0	3.6	3.6	14.3	46.4	23.2	7.1	.0
English	38	.0	.0	.0	.0	.0	7.9	36.8	42.1	7.9	5.3
German	32	.0	.0	.0	6.3	3.1	18.7	28.1	40.6	.0	3.1
Italian, North[b]	463	2.4	2.8	1.5	9.9	12.7	18.8	25.9	22.7	3.2	.0
Italian, South	308	1.3	.0	.0	6.2	34.1	18.8	20.8	17.2	1.3	.3
Japanese	65	.0	.0	.0	7.7	1.5	1.5	15.4	69.2	4.6	.0
Magyar	49	.0	.0	.0	8.2	8.2	20.4	30.6	24.4	6.1	2.0
Mexican	41	2.4	.0	.0	9.8	14.6	19.5	12.2	34.1	4.9	2.4
Montenegrin	27	.0	.0	.0	.0	.0	.0	18.5	66.7	14.8	.0
Polish	125	.8	2.4	2.4	12.0	5.6	16.8	22.4	33.6	3.2	.0
Scotch	33	.0	3.0	.0	.0	12.1	6.1	15.2	48.5	9.1	3.0
Slovak	72	1.4	1.4	1.4	6.9	8.3	26.4	41.6	12.5	.0	.0
Slovenian	161	3.1	5.6	.6	8.1	5.0	31.7	13.4	28.6	4.3	.0
Welsh	41	.0	.0	.0	.0	.0	7.3	41.5	39.0	2.4	9.7
Miscellaneous[c]	98	.0	6.1	2.1	10.2	4.1	13.3	29.6	28.6	4.1	1.0
Grand total	2,242	1.2	1.7	1.2	6.5	11.9	20.7	26.1	24.8	3.8	2.0
Native-born of foreign father.	115	.0	.0	.9	3.5	2.6	13.9	44.3	23.5	3.5	7.8
Total native-born	595	.3	.3	1.8	3.4	14.3	21.8	28.1	19.5	4.9	5.5
Total foreign-born	1,647	1.5	2.2	1.0	7.6	11.1	20.2	25.4	26.7	3.5	.7

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Includes Italians not specified.

[c] Includes all races reporting less than 20 persons.

Of the native-born, 5.5 per cent earned $4 or more per day, as did 5.3 per cent of the English, 3.1 per cent of the Germans, and 9.7 per cent of the Welsh, whereas only 0.7 per cent of the total foreign-born earned as much as $4. The larger number of the native-born, English, Germans, and Welsh employed as superintendents, foremen, and bosses, as shown in the preceding section accounts for this difference. Of the native-born, 24.4 per cent earned between $3 and $4, 49.9 per cent between $2 and $3, and 20.1 per cent less than $2. The negroes earned the most among the classes of native-born, 30.8 per cent between $3 and $4, 54.4 per cent between $2 and $3, and only 8.7 per cent less than $2. Of the native whites born of native father, 22.2 per cent earned between $3 and $4, 46.7 per cent between $2 and $3, and 26.3 per cent less than $2. The native-born of foreign father showed 27 per cent earning between $3 and $4, 58.2 per cent between $2 and $3, and only 7 per cent less than $2.

Although a smaller proportion of the foreign-born than of native-born earned more than $4 per day, a somewhat larger percentage earned between $3 and $4 per day—30.2 per cent as opposed to 24.4 per cent. Of the foreign-born, 45.6 per cent as opposed to 49.9 per cent of the native-born earned between $2 and $3 per day, while the percentages earning less than $2 were 23.4 and 20.1, respectively. Among the various races the Montenegrins reported the largest earnings, 81.5 per cent between $3 and $4 and 18.5 per cent between $2.50 and $3. Next in order of earnings were the Japanese, with

73.8 per cent earning between $3 and $4, 16.9 per cent between $2 and $3, and 9.2 per cent less than $2. Of the Scotch, 60.6 per cent earned more than $3, 24.3 per cent between $2 and $3, and 15.1 per cent less than $2 per day. Of the Welsh, 51.1 per cent earned more than $3 per day and 48.8 per cent between $2 and $3. The English reported 53.3 per cent as earning more than $3 and 44.7 per cent between $2 and $3 per day. Of the Germans, 43.7 per cent earned more than $3 per day, 46.8 per cent between $2 and $3, and 9.4 per cent less than $2. The other races follow in order of earnings—Mexicans, Slovenians, Magyars, Croatians, Bohemians and Moravians, North Italians, Poles, South Italians, and Slovaks. Those races reporting persons earning less than $1.25 per day were as follows: Slovenians, 8.7 per cent; North Italians, 5.2 per cent; Scotch, 3 per cent; Slovaks, 2.8 per cent; Mexicans, 2.4 per cent; South Italians, 2.2 per cent; Croatians, 1.8 per cent; and native-born of native father, 1 per cent.

These data indicate that with the exception of the Japanese and Montenegrins, of whom only 68 were reported, the north European races—English, Scotch, Welsh, German—earned the greatest amount per day. The Slavic races, excepting the Slovaks, ran fairly high, while the Italians and Poles reported the lowest earnings.

Table 15 shows the relative earnings of 99 persons between 14 and 18 years of age.

TABLE 15.—*Per cent of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity.*[a]

General nativity.	Number reporting complete data.	Per cent earning each specified amount per day.							
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50
Native-born of native father	27	0.0	18.5	11.1	18.5	11.1	22.2	14.8	3.7
Native-born of foreign father	37	.0	27.0	10.8	10.8	21.6	8.1	13.5	8.1
Total native-born	64	.0	23.4	10.9	14.1	17.2	14.1	14.1	6.2
Foreign-born	35	5.7	5.7	2.9	8.6	17.1	20.0	28.5	11.4
Grand total	99	2.6	17.2	8.0	12.1	17.2	16.2	19.2	8.0

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Too few foreign-born were reported to warrant a comparison of races. It is to be noted, however, that the earnings of the foreign-born were much greater than those of the native-born. Indeed, 39.9 per cent of the former earned between $2.50 and $3.50 per day, 45.7 per cent between $1.50 and $2.50, and only 14.3 per cent less than $1.50, while of the native-born 20.3 per cent earned between $2.50 and $3.50, 45.4 per cent between $1.50 and $2.50, and 34.3 per cent less than $1.50. The children of native fathers earned considerably more than did those native-born of foreign father. Of the 99, 60.6 per cent earned $1.75 or more per day, 20.1 per cent between $1.25 and $1.75, and 19.8 per cent less than $1.25; which shows that the majority of the youths earn more than one-half of the average wage of the adults.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

At all the southern Colorado mines visited most of the employees lived in houses owned by the company, or in those which they had constructed at their own expense on land leased from the company, at rates and under conditions determined by the company. The houses were fairly well constructed, of from three to six rooms each, and were rented at the rate of $2 per room per month. No modern improvements, such as electric or gas lights, flush toilets, or baths, were installed.

At two of the mines from which data were obtained the operators maintained a boarding house or houses at which board could be secured for from $3.50 to $4.50 per week. The food furnished was substantial and ample in quantity, well worth the prices charged. Lodging in small single rooms was obtainable for $1.50 per week. Stores carrying a varied stock of merchandise were operated either by the company itself or an affiliated corporation at all but one of the mines visited. In the latter case a building was leased to an unaffiliated company, the rental being a specified percentage of the business done. Employees were required to trade at this store, but compulsion was unnecessary, since there was no other such store within 10 miles. At this same mine a saloon was leased for a rental based on a rate per man employed by the company.

At the other five mines no requirements of patronage other than the use of the scrip system were enforced. The stocks of the stores were very complete and were offered at fair prices, in fact cheaper in some cases than at other stores. In every case independent stores were within reasonable reach of the employees. The scrip system in vogue worked little hardship on men who lived within their incomes. Scrip, as used in this district, consisted of orders for merchandise drawn on the store. These were issued only at times other than pay days. Wages were paid monthly, and only on the regular monthly pay days could the men draw checks or cash. Men who for some reason needed money during the month could secure it in the form of scrip only. This was honored at face value in exchange for merchandise at the company store, but the only way in which it could be turned into cash for other purposes was by taking it to independent merchants, who made a practice of cashing it at a discount.

The measurement of the product is entirely within the hands of the operators. The check-weighing system, although it was one of the demands of the strikers of 1903-4, has not been installed. The men are entirely dependent upon the company officials in regard to the tonnage placed to their credit for the day's work.

WELFARE WORK.

The attitude of operators in the district has been in a sense paternal. For example, an elaborate medical and hospital service is maintained. Deductions of $1 per month are made from the wages of all men working seven days or more, and 50 cents from those working from three to seven days. Children are assessed 50 cents per month. All employees are required to pay this assessment as a condition of employment. In return for the deduction the companies provide physicians, whose duty it is to care for both the men and their families without further charge. The extent of this service with regard to the duration of illness is unlimited. In cases of injury or sickness requiring hospital treatment, the men are provided for without additional charge in hospitals maintained by the company, or others with which an arrangement had been made for the care of employees. Treatment is furnished until complete recovery. Similar accommodations are available to members of the families of the men, at cost. As far as could be learned the service is adequate and well conducted. However, the system must be classed as among the grievances of the employees, some of whom have felt that they were competent to manage their own affairs in such matters. Some complaint that the companies did not furnish service equivalent to the money raised from deductions were made during the strike of 1903-4.

Besides this medical aid the companies have been active in securing amusements and educational advantages for their men. At all but two of the mines investigated schools had been built or subsidized by the operators. In every case, however, all of the money advanced had been repaid them as the population increased and the educational work was taken over by the State school authorities. In several instances kindergartens and cooking and sewing classes are maintained by the operators. Furthermore, lecturers are brought to the mining towns from time to time to speak on cultural topics of interest to the workmen and their families. The physicians in the employ of the companies are in some cases required to deliver monthly lectures on subjects of hygiene and sanitation. Such lectures are as a rule given in entertainment halls erected by the companies. These are used for other entertainments and for dancing, taking on some of the features of social centers. Circulating libraries are also provided by the employers at a majority of the mines visited.

The company which has undertaken this welfare work most extensively is the Colorado Fuel and Iron Company with its headquarters at Pueblo. This company maintains a sociological department, which publishes yearly reports.[a] A large hospital is maintained in Pueblo to which all employees of the company are sent when treatment is needed. Physicians are stationed in each mining locality to care for the men. They are chosen, moreover, with reference to their ability to instruct the people in matters of health and sanitation by means of lectures to both adults and school children. To aid them in this work free monthly bulletins are issued on such subjects as "The Fly," "The Nurse," "Bacteria," "Do and Don't Suggestions," "Exercise, Recreation, Relaxation," "Tuberculosis," etc. Clubhouses and social halls are maintained at 10 of the mines operated by this company. At two of the mines large buildings containing showers and ample washing facilities, as well as drying rooms for the clothes of the miners, have been erected. Night schools were in 1907 conducted at two mines. At most of the camps women's clubs have proved serviceable in arousing an interest in the care of the children and in stimulating the women to increase the family income by learning to make lace and baskets at odd moments. Circulating libraries are maintained in all camps.

Thirteen kindergartens were open in 1907 with a total enrollment of 319 children. Much attention is paid to the physical development of the children. For the care of the older ones the company cooperates with the public schools in all matters. Cooking classes, housekeepers' classes, and sewing classes, are conducted at many of the establishments. Boys' clubs are maintained at several mines, the boys devoting themselves to industrial handwork, such as carpentry, and weaving, and to various athletic sports. Each year a free picnic for the children is given at some point along the Colorado and Wyoming Railroad, a special train gathering the children from the various camps. On the whole, the work is effective, considering the character of the newly arrived immigrant population with which the sociological department has to deal.

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[a] See annual reports of the sociological department of the Colorado Fuel and Iron Company.

OTHER CONDITIONS OF EMPLOYMENT.

Sanitary conditions in the mines and in the houses occupied by the workmen were satisfactory. As far as could be ascertained the employment of immigrants had had no effect in this regard. It was with regard to the prevention of accidents by proper timbering, ventilation, regulation of transportation, etc., that conditions in this district were not good. During 1907 and 1908, 70.8 per cent of all the fatal accidents of the State occurred in Las Animas, Huerfano, and Fremont counties. In fact the fatalities in these counties numbered one to every 136,841 tons of coal mined, whereas the rate for the entire State was one man killed to every 140,240 tons mined, and for northern Colorado one to 193,675 tons mined. Conditions were worse in Las Animas County, where the death rate from fatal accidents was one to 123,767 tons of coal mined during these years.

The following tables show the race of the men killed in the three counties under consideration, and the cause of death of those from each county.

TABLE 16.—*Number of persons killed in the coal mines of Las Animas, Huerfano, and Fremont counties in 1907 and 1908, by race or race group.*[a]

Race or race group.	Number killed.	Race or race group.	Number killed.
American	12	Negro	4
English	1	Polish	1
German	1	Scotch	3
Greek	2	Slavic	22
Irish	1	Welsh	2
Italian	37	Other races (not specified)	1
Japanese	8		
Korean	1	Total	102
Mexican	6		

[a] Biennial report, State coal mine inspector, Colorado (1907-8) pp. 76 and 142. The total number killed in State was 144.

TABLE 17.—*Cause of death and number of persons killed in the coal mines of Las Animas, Huerfano, and Fremont counties in 1907 and 1908.*[a]

Cause of death.	Total number killed.	Number of persons killed in each specified county.		
		Las Animas.	Huerfano.	Fremont.
Fall of roofs, coal, slate, rock, etc.	73	56	14	3
Accidents in transportation	22	15	6	1
Explosions and suffocation	7	4	3	....
Total	102	75	23	4

[a] Biennial report, State coal mine inspector, Colorado (1907-8), pp. 76 and 140.

The most significant point in these data is the presence of so large a number of foreign-born, especially south and east Europeans, among those killed. Of the total 102, 62 were from south and east Europe, 15 from Mexico, Japan, and Korea, and 4 were Negroes, making a total of 81 from those races which may be grouped as a class opposed to the native-born white and north Europeans, of whom only 21 were killed. The proportion of men killed was somewhat less in Huerfano and Fremont counties than in Las Animas County. In the two first-mentioned counties, especially Fremont, a larger proportion of natives and north Europeans were employed.

In the light of these facts it is evident that the employment of immigrants of the more recent type in large numbers has been responsible for an increase in the dangers incident to coal mining. Careless timbering and careless manipulation of cars, due to lack of experience or intelligence and often to the inability to understand orders given in English, have led to the majority of the accidents. Seventy-three of the total 102 killed lost their lives from cave-ins of various kinds. Twenty-two were killed by accidents incident to transportation. The remaining 7 were victims of explosions or gas suffocation.

RELATIONS BETWEEN THE RACES EMPLOYED.

In the southern Colorado field no segregation at work is attempted by the employers except in the case of the Japanese, who are sometimes kept at work by themselves. As was the case in the northern field, the south and east Europeans in this field tend to choose their associates from their own race wherever possible, it being rare to find natives or north Europeans working in close association with the other races.

Racial isolation in housing was found to follow the same general lines. In most cases only natives and north Europeans live and eat in the company boarding houses. The men of these races who have families live in the houses owned by the companies. They mingle freely without regard to any racial lines, but are united in refusing to associate with the other races. Especial antipathy was exhibited toward the Japanese and Negroes. South and east Europeans tend to colonize certain sections of the towns, which have come to be known as "quarters." Members of those races are not boarded at the company boarding houses, but live with married friends or in lodging houses devoted entirely to those of their own race. They are decidedly clannish, avoiding the north Europeans and natives and associating with other races in their own general group as little as possible. They look down upon the Mexicans, Negroes, and Japanese, however, and have little intercourse with them.

The Japanese live in independent camps. Their affairs are managed by a "boss," and they make no attempts to associate with other races. In some instances their camps are located outside of the town limits. The Mexicans and Negroes live for the most part in adobe huts beyond the town limits. They are disliked and looked down upon by other races. So strong is this feeling that in one instance employment is refused to Negroes.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

At all the mines investigated those in charge expressed themselves as preferring Americans and north Europeans as miners or skilled laborers. The Japanese were well spoken of, especially as skilled workmen. Members of the Slavic races and Italians are preferred as general laborers. Negroes and Mexicans, while efficient workers, are so shiftless and irregular that they are regarded as the least satisfactory type of labor. The employers generally are of the opinion that the second generation of immigrants of the various north European races are very much like the natives. They tend to keep the progressiveness and industry of their fathers with the addition of a better education. The unanimous opinion with regard to the second generation of North Italians is that they are much superior to their fathers, because of a larger capacity for work and a knowledge of English. The children of Croatians and Slovaks are also much more efficient than their fathers. Other races show little improvement in the second generation.

CHAPTER IV.

NEW MEXICO.

[For General Table see pp. 660 and 661.]

INTRODUCTION.

The coal fields of New Mexico are located in the northern part of the State. In fact, the whole district is merely a continuation of the southern Colorado field, which was dealt with in the previous chapter. The majority of the mines are controlled by the same companies that operate in southern Colorado, and as a consequence the conditions of employment and the racial composition of the labor supply are much the same. For this reason, and because of the further fact that the close of the field investigation of the Commission was imminent, no extensive data with regard to the immigrants in the mines of this district were secured. However, pay rolls with the race of the persons employed, were obtained from 3 mines and 2 coke plants. Since these furnish information with regard to the race, occupations, and earnings of employees, they serve to throw some additional light on the situation in the general coal field embracing both southern Colorado and northern New Mexico.

RACES EMPLOYED.

The relative importance of the races in the mines and coke ovens investigated as shown by the pay rolls secured is indicated by the following table:

TABLE 18.—*Male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	Per cent of total.	General nativity and race.	Number.	Per cent of total.
Native-born:			Foreign-born, by race—Con.		
White[a]	126	11.0	Japanese	90	7.9
Negro	25	2.2	Mexican[b]	134	11.7
Foreign-born, by race:			Montenegrin	225	19.7
Austrian (race not specified)	161	14.1	North Europeans[c]	31	2.7
Bohemian and Moravian	21	1.8	Spanish	20	1.7
Bulgarian	37	3.2	Grand total	1,143	100.0
Greek	23	2.0	Total native-born	151	13.2
Italian (not specified)	247	21.6	Total foreign-born	[b] 992	[b] 86.8

[a] Includes native-born of native father and of foreign father.

[b] Includes a few native-born of Mexican descent.

[c] Includes English, French, German, Scotch, and Welsh.

The employees reported numbered 1,143, or 32.8 per cent of all coal-mine employees in the State, in 1908. Thirteen races are included besides several Slavic races classed as "Austrian, race not specified." Very few (13.2 per cent) native-born were employed, about one-sixth of these being Negroes. Only 31, or 2.7 per cent of the total, were north Europeans,[a] including English, French, German, Scotch, and Welsh. On the other hand, the Italians, Greeks, members of the Slavic races, and Spanish comprised 64.8 per cent of the total. Of these races, the Italians were most numerous, reporting 21.6 per cent of the total number employed. A large number of Montenegrins were also employed, while the unspecified Slavic races numbered 14.8 per cent of the total number on the pay rolls.

The Japanese and Mexicans were employed in greater proportions than in southern Colorado. Of the total number reported, the Japanese comprised 7.9 per cent and the Mexicans 11.7 per cent. On the whole, the data show that at the mines and coke ovens investigated somewhat greater proportions of those races and those from south and east Europe were employed than in southern Colorado, while the natives and north Europeans were a decidedly less conspicuous element in the labor supply.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

The occupations of the various races employed are shown by the following table:

TABLE 19.—*Number of male employees in each specified occupation group, by general nativity and race.*[b]

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born:					
White[c]	126	14	68	22	22
Negro	25	13	11	1	
Total native-born	151	27	79	23	22
Foreign-born:					
Bohemian and Moravian	21	16	4	1	
Bulgarian	27	21	6		
English	5	2		3	
French	8	1	3	2	2
German	8	5	2	1	
Greek	35	35			
Italian (race not specified)	247	135	108	2	2
Japanese	90	88	1		1
Mexican	134	50	84		
Montenegrin	226	209	16	1	
Scotch	5	1	2	1	1
Spanish	20	20			
Welsh	5	2			3
Austrian (race not specified)	161	134	24	1	2
Total foreign-born	992	719	250	12	11
Grand total	1,143	746	329	35	33

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[a] The terms "north European," "south European," and "east European" are used in this chapter to include the following races:
North European.—English, French, German, Scotch, and Welsh.
South European.—Greek, Italian, and Spanish.
East European.—Bohemian and Moravian, Bulgarian, Montenegrin, and Austrian (race not specified).
The only "Other races" treated in this chapter are Japanese and Mexicans.

[b] For classification of occupations included in groups see Chapter I, pp. 257-259. This table includes all coke workers under the caption "General laborers."

[c] Includes native-born of both native and foreign father.

The native-born, including only one negro, occupied more than two-thirds of all the supervisory and skilled positions. Of the remainder, more than half were held by the English, French, German, Scotch, and Welsh. Only five of the races other than those mentioned were represented among the superintendents, bosses, or foremen. Of these, two were Italians, one Japanese, and two of unspecified Slavic races. Only two Italians, one Montenegrin, and one Austrian (race unspecified) were mechanics or engineers. The supply of general laborers was drawn chiefly from the Italian, Slavic, and Mexican races, 73.6 per cent being of this group. Furthermore, over half of the natives were classed as general laborers.

The presence of so many Mexicans and Italians in this occupation group is accounted for partially by the fact that all coke workers are included under the caption "General laborers." At the coke ovens from which data were secured a larger proportion of these races was employed than at the coal mines. Moreover, the Mexicans, as a general rule, dislike underground work, and will often be content with smaller earnings for work done above ground than they could earn as miners or loaders. Only 27 native-born (13 negro and 14 white) and 11 north Europeans were employed as miners and loaders. In other words, 96.3 per cent of those employed in these occupations were south and east Europeans, Mexicans, and Japanese. Practically all of the Greeks, Japanese, Montenegrins, and Spanish were miners or loaders.

The percentage of each race found in the various occupation groups is shown by the table next presented.

TABLE 20.—*Per cent of male employees in each specified occupation group, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born:					
White[b]	126	11.1	53.9	17.5	17.5
Negro	25	52.0	44.0	4.0	.0
Foreign-born, by race:					
Bohemian and Moravian	21	76.2	19.0	4.8	.0
Bulgarian	27	77.7	22.2	.0	.0
Greek	35	100.0	.0	.0	.0
Italian (not specified)	247	54.6	43.7	.8	.8
Japanese	90	97.7	1.1	.0	1.1
Mexican	134	37.3	62.7	.0	.0
Montenegrin	226	92.5	7.1	.4	.0
North European[c]	31	35.4	22.6	22.6	19.4
Spanish	20	100.0	.0	.0	.0
Austrian (race not specified)	161	83.2	14.9	.6	1.2
Grand total	1,143	65.3	28.7	3.1	2.9
Total native-born	151	17.9	52.3	15.2	14.5
Total foreign-born	992	72.5	25.2	1.2	1.1

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[a] For classification of occupations included in groups see Chap. I, pp. 237-238. This table includes all coke workers under the caption "General laborers."

[b] Includes native-born of both native and foreign father.

[c] Includes English, French, German, Scotch, and Welsh.

As noted in Table 20, the natives and north Europeans were most largely represented in the higher groups. This fact is emphasized still further by showing that 14.5 per cent of the native-born and 19.4 per cent of the north Europeans were superintendents, bosses, or foremen, while 15.2 per cent of the native-born and 22.6 per cent of the north Europeans were mechanics or engineers. The races with the greatest proportions of general laborers were Mexicans and natives. Other races were represented in this group as follows: Italian, north European, Bulgarian, Bohemian and Moravian, Austrian (race nor specified), Montenegrin, and Japanese. All of the Spaniards and Greeks were miners or loaders, while 97.7 per cent of the Japanese, 92.5 per cent of the Montenegrins, 83.2 per cent of the Austrians (race unspecified), 77.7 per cent of the Bulgarians, and 76.2 per cent of the Bohemians and Moravians were engaged in this work. The other races were found to be employed at mining and loading in considerably smaller proportions, namely, Italians, 54.6 per cent; negroes, 52 per cent; Mexicans, 37.3 per cent; north Europeans, 35.4 per cent, and native-born white, 11.1 per cent.

HOURS AND EARNINGS OF LABOR.

As was the case in southern Colorado, the New Mexico coal field is not unionized. The men work on the average 10 hours per day, except in the case of the miners at some mines, who work 8 hours. No uniform day obtains. In 1907 the mines were in operation most of the time; that is to say, the average number of days worked by the employees were 269, or 73.7 per cent of the year. In 1908 less regular employment was offered. The men were actively employed 197 days, or 53.9 per cent of the year.[a] While in operation the mines are, as a rule, worked 7 days a week. The statistics of earnings presented in this chapter are based on the gross earnings shown on the pay rolls for January 1909. Daily averages have been computed by dividing the gross earnings for the month by the actual number of days worked. For the men working by the hour this statement is fairly accurate, since they rarely work part days. With miners and loaders, the case is somewhat different. Men working on a piece basis often work longer or shorter hours than do the regular "company men." Furthermore, no record is to be had of partial days worked. Each day on which coal was mined has been considered in tabulation as a full day of standard length.

The following table shows the percentages of each race reporting more than 20 persons earning specified amounts during the month covered by the pay rolls and their average daily earnings. These data are presented on an occupation basis. In only two occupation groups, however, were sufficient data gathered to warrant a statistical presentation of differences between races. The other two groups—mechanics and engineers, and superintendents, bosses, and foremen—are treated in a later table where no percentages are given and comparisons made only between the natives and foreign-born.

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[a] "The production of coal in 1908," from U. S. Geological Survey Report on Mineral Resources of the United States, 1908, p. 143.

TABLE 21.—*Per cent of male employees earning each specified amount during the month, by occupation group and general nativity and race.*[a]

MINERS AND LOADERS.

General nativity and race.	Number reporting complete data.	Average earnings per day.	Per cent earning each specified amount during the month.										
			Under $10.	$10 and under $20.	$20 and under $30.	$30 and under $40.	$40 and under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $100.	$100 and under $120.	$120 or over.
Native-born[c]	27	$3.14	11.1	11.1	3.7	14.8	11.1	3.7	11.1	11.1	22.2	0.0	0.0
Foreign-born:													
Bulgarian	21	2.97	9.5	4.8	4.8	9.5	9.5	33.3	9.5	9.5	.0	9.5	.0
Greek	35	2.96	11.4	8.6	2.9	5.7	8.6	28.5	11.4	2.9	17.1	2.9	.0
Italian (not specified)	135	3.63	6.7	7.4	5.2	5.2	3.7	8.1	10.4	13.3	23.7	11.8	4.4
Japanese	88	3.60	2.3	3.4	1.1	4.5	5.7	11.3	17.1	13.6	25.0	12.5	3.4
Mexican	50	2.87	16.0	12.0	6.0	16.0	6.0	14.0	14.0	14.0	.0	2.0	.0
Montenegrin	209	3.09	4.8	2.9	4.8	7.7	12.9	16.2	16.7	17.7	12.4	2.9	.0
Spanish	20	3.33	.0	.0	.0	5.0	5.0	10.0	15.0	25.0	35.0	5.0	.0
Miscellaneous	27	......	11.1	3.7	.0	7.4	18.5	22.2	11.1	7.4	18.5	.0	.0
Austrian (race not specified)	134	3.24	11.2	8.9	6.7	5.2	11.2	9.7	14.2	10.4	11.9	8.2	2.2
Total	710	3.27	7.4	5.8	4.6	6.8	9.3	13.9	14.1	12.6	16.1	6.8	1.6
Grand total	737	3.26	7.5	6.0	4.4	7.1	9.3	13.5	14.1	12.5	16.3	6.6	1.6

GENERAL LABORERS.

General nativity and race.	Number reporting complete data.	Average earnings per day.	Under $10.	$10 and under $20.	$20 and under $30.	$30 and under $40.	$40 and under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $100.	$100 and under $120.	$120 or over.
Native-born[b]	79	$2.66	10.1	7.6	1.3	8.9	3.8	7.5	20.3	31.7	7.6	1.3	0.0
Foreign-born:													
Austrian (race not specified)	24	2.92	4.2	12.5	8.3	.0	8.3	12.5	12.5	25.0	16.7	.0	.0
Italian (race not specified)	108	2.63	5.5	11.1	12.0	7.4	8.3	11.1	12.0	14.8	15.8	1.9	.0
Mexican	84	2.11	25.0	23.8	8.4	9.5	10.7	11.8	5.7	4.8	.0	.0	.0
Miscellaneous	34	......	17.7	.0	8.8	8.8	8.8	20.6	14.7	11.8	5.9	2.9	.0
Total	250	2.40	13.6	14.0	10.0	7.6	9.2	12.8	10.4	12.0	9.2	1.2	.0
Grand total	329	2.54	12.8	12.5	7.9	7.9	7.9	11.6	12.8	16.5	8.8	1.2	.0

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[c] Includes native-born whites of both native and foreign parentage, also 13 negroes.

[b] Includes native-born whites of both native and foreign parentage, also 11 negroes.

As was the case in southern Colorado, the Italians in the New Mexico mines earn more than other races as miners and loaders. Their average daily earnings were $3.63, or $0.49 greater than those of the native-born, who earned an average of $3.14 per day. The Japanese also rank high with regard to earnings; in fact, within $0.03 of the Italians. The Spanish and the Austrians (race not specified) earned more than did the native-born, their daily earnings amounting to an average of $3.33 and $3.24, respectively. The other races employed as miners and loaders all earned less than did the native-born. The lowest daily earnings were reported for the Mexicans, namely, $2.87.

With regard to the total earnings of miners and loaders during the month, much the same relation exists between the various races. No native-born persons earned more than $100, while 16.2 per cent of the Italians, 15.9 per cent of the Japanese, 10.4 per cent of the Austrians (race not specified), 9.5 per cent of the Bulgarians, and a smaller percentage of all the other foreign-born, reported in this group, earned more than $100 during the month. In fact, 4.4 per cent of the Italians, 3.4 per cent of the Japanese, and 2.2 per cent of the Austrians (race not specified) earned more than $120. Of the native-born, 33.3 per cent earned between $70 and $100. Of the Spanish, 60 per cent earned a similar amount, as did 38.6 per cent of the Japanese, 37 per cent of the Italians, 31.1 per cent of the Montenegrins, 22.3 per cent of the Austrians (race not specified), 20 per cent of the Greeks, 14 per cent of the Mexicans, and 9.5 per cent of the Bulgarians. Between $50 and $70 were the monthly earnings of 14.8 per cent of the native-born, 42.8 per cent of the Bulgarians, 39.9 per cent of the Greeks, 32.9 per cent of the Montenegrins, 18.5 per cent of the Italians, 28 per cent of the Mexicans, and smaller percentages of the other races. Of the native-born, 29.6 per cent earned between $20 and $50, while 28 per cent of the Mexicans, 25.4 per cent of the Montenegrins, 23.3 per cent of the Bulgarians, 23.1 per cent of the Austrians (race not specified), and small percentages of other races earned a similar amount. Of all the miners and loaders, 13.5 per cent earned less than $20. In this group were 22.2 per cent of the native-born. Of the foreign-born, the Mexicans reported the largest percentage earning less than $20. Of this race, 28 per cent, as opposed to 20.1 per cent of the Austrians (race not specified), 20 per cent of the Greeks, 14.3 per cent of the Bulgarians, and 14.1 per cent of the Italians earned less than $20 during the month. None of the Spanish earned less than $30, while only 5.7 per cent of the Japanese and 7.7 per cent of the Montenegrins earned less than $20. In general, these data show that the Italians, Japanese, and Spanish showed the greatest earning capacity, or regularity at work, while the Mexicans and native-born reported a greater number who, by lack of industry or irregular work, earned small amounts during the month.

The earnings of the "general laborers" were appreciably lower than those of the miners. The average daily wage for this class was $2.54 as opposed to $3.26 for the miners and loaders. Unlike the native-born employed in the latter class, the native-born general laborers earned more than the foreign-born, the daily average for the former being $2.66 and for the latter $2.49. Only three races reported sufficient numbers engaged in this work to warrant statistical comparisons. Of these, the Austrians (race not specified) earned the most, $2.92 per day, $0.26 more than the average for the native-born. The Italians earned $2.63 per day and the Mexicans $2.11.

At the coke ovens covered by the pay rolls, Mexicans were employed almost exclusively at loading coke. This work is very irregular as is evidenced by the fact that during the month in question the average number of days worked per man was only five. The work is "heavy," however, and the wage paid high. The average daily wage for coke loaders was $3.24 per day. At coke pulling, on the other hand, Italians were most largely employed. An average of 12.4 days were worked during the month, and the average daily earnings of this race were $2.58. The Mexicans employed earned $2.50 per day.

Very few men in this group earned as much as $100 during the month. In fact, only 8.8 per cent of the native-born earned more than $80, while 17.7 per cent of the Italians and 16.7 per cent of the Austrians (race not specified) earned a similar amount. No Mexicans earned as much as $80. Of the native-born, 59.5 per cent earned between $50 and $80. Among the foreign-born, 50 per cent of the Austrians (race not specified), 37.9 per cent of the Italians, and only 22.3 per cent of the Mexicans earned a similar amount. Between $20 and $50 was earned by 13.9 per cent of the native-born, 28.6 per cent of the Mexicans, 27.7 per cent of the Italians, and 16.6 per cent of the Austrians (race not specified).

Of the native-born, 17.7 per cent earned less than $20, whereas 27.6 per cent of all foreign-born earned a similar amount. Almost half, 48.8 per cent, of the Mexicans earned less than $20, while 16.6 per cent of the Italians and 16.7 per cent of the Austrians (race not specified) were reported in this group. It is evident from these facts that the natives were the most regular and the most highly paid general laborers, while the Mexicans were most poorly paid and worked the fewest days during the month.

The earnings of the two higher occupation groups are presented in the table following.

TABLE 22.—*Number of male employees earning each specified amount during the month, by occupation group and general nativity.**

MECHANICS AND ENGINEERS.

General nativity.	Number reporting complete data.	Average earnings per day.	Number earning each specified amount during the month.										
			Under $10.	$10 and under $20.	$20 and under $30.	$30 and under $40.	$40 and under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $100.	$100 and under $120.	$120 and over.
Native-born	23	$3.40	......	1	2	......	......	2	3	3	6	2	4
Foreign-born	12	3.24	......	......	......	......	......	......	......	5	4	1	2
Grand total	35	3.34	......	1	2	......	......	2	3	8	10	3	6

SUPERINTENDENTS, BOSSES, AND FOREMEN.

Native-born	22	$4.33	......	......	......	......	1	......	......	1	6	5	9
Foreign-born	11	3.98	......	......	1	......	......	......	......	1	2	3	4
Grand total	33	4.21	......	......	1	......	1	......	......	2	8	8	13

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shut downs or other causes.

The average daily earnings of the native-born mechanics and engineers were somewhat higher than those of the foreign-born, $3.40 as opposed to $3.24. Six of the former earned more than $100 during the month as opposed to 3 of the latter. However, 17 of the native-born in this occupation group earned less than $100 and 3 earned less than $20, whereas none of the foreign-born earned less than $70. This indicates that the foreign-born mechanics and engineers were more regularly employed during the month in question. In supervisory capacities the average daily earnings of native-born persons were $4.33 and those of foreign-born $3.98. The distribution between the various amounts earned per month was about the same for the two classes, all but 4 earning $80 or more.

OTHER CONDITIONS OF EMPLOYMENT.

With regard to the dangers incidental to coal mining, some differences are to be noted between the New Mexico situation and that of southern Colorado. More men were killed relatively to the output of coal in this locality in 1908 than were killed in Las Animas County, the most dangerous of the southern Colorado counties investigated. In Las Animas County one man was killed for every 140,228 tons, whereas in New Mexico the rate was one man to every 107,302 tons of coal mined. In the preceding year, 1907, the rate for New Mexico was one to 77,332 tons of coal mined, the worst record for any State other than West Virginia, for that year.[a] The condition indicated by these facts is due partially to the character of the coal mined. The coal is of a somewhat poorer type, and occurs in thinner veins than in Colorado, and hence the tendency is to economize with regard to safety appliances and timbering. Furthermore, a larger proportion of Montenegrins and other south and east Europeans, and especially of Mexicans, are employed. Lack of knowledge of English, and a tendency to become careless, especially noticeable among the Mexicans, make the industry more hazardous than where fewer of these races are employed. Other conditions of employment, as noted above, are in general the same as those described in the preceding chapter.

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[a] The production of coal in 1908, from U. S. Geological Survey report on Mineral Resources of the United States, 1908, p. 55.

CHAPTER V.

WYOMING.

[For General Tables see pp. 661 to 671.]

INTRODUCTION.

The investigation in Wyoming covered seven mines, five located in Sweetwater and two in Uinta counties. In 1908 these two counties produced 3,561,411 tons of coal, or 64.9 per cent of the total output of the State. Of a total of 6,915 men employed in the entire State, 62.1 per cent were working in these two counties.[a] Data were secured from 1,751 men, or 25.5 per cent of the total number of coal mine employees of the State. The mines investigated were selected as typical of the entire number.

RACES EMPLOYED.

Immigrant labor is depended on very largely in Wyoming for coal mining. Thirty-two races were reported from the mines from which data were secured. At these mines 85.9 per cent of the employees were foreign-born. The following table shows the number and percentage of the total reported of all races represented by 20 persons or more in the data collected:

TABLE 23.—*Male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	Per cent of total.	General nativity and race.	Number.	Per cent of total.
Native-born of native father [a]	86	4.9	Foreign-born, by race—Con.		
Native-born of foreign father	160	9.1	Polish	33	1.9
Foreign-born, by race:			Scotch	81	4.6
Chinese	23	1.3	Slovak	104	5.9
Croatian	54	3.1	Slovenian	169	9.7
Dalmatian	49	2.8	Swedish	29	1.7
English	91	5.2	Welsh	24	1.3
Finnish	96	5.5	Austrian, race not specified	82	4.7
German	24	1.3	Miscellaneous	96	5.5
Greek	46	2.6	Grand total	1,751	100.0
Italian, North	96	5.5			
Japanese	337	19.2	Total native-born	246	14.0
Magyar	35	2.0	Total foreign-born	1,505	85.9
Montenegrin	36	2.1			

[a] Includes 10 negroes.

The native-born numbered 246, or 14 per cent of the total. More than two-thirds were native-born of foreign fathers who had immigrated from 16 different countries. The parents of 18 were from Austria-Hungary and of 1 from Italy. All of the others save 4 from Canada, 2 from China, 2 from Finland, and 1 from Africa were descended from north European[a] races. Of the 86 who were native-born of native father 10 were negroes.

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[a] The production of coal in 1908, from U. S. Geological Survey Report on Mineral Resources of the United States, 1908, p. 195.

The race present in largest numbers among the foreign-born was the Japanese. It is estimated that 512 members of that race were at work in Wyoming coal mines. Data were obtained from 337, or 65.8 per cent, of these. Of the Chinese, 23 were reported from one mine, practically all that are employed in the State. The European immigrants were, for the most part, from south and east European countries. Indeed, 39.9 per cent of the total were of these groups, as opposed to 16.1 per cent of north Europeans. The races most largely represented among the south and east Europeans were Slovenians, Slovaks, North Italians, Croatians, Dalmatians, Greeks, Montenegrins, and Magyars, in the order named. The English, Scotch, German, Swedish, and Welsh were most numerous among the north Europeans.

The presence of so large a proportion of "recent immigrants" naturally leads to the question of length of residence in the United States. The data show that 70.3 per cent of all the foreign-born from whom information was secured on this point had been in this country less than ten years. In fact, 41.4 per cent had immigrated within five years of the time of this investigation, while 273, or 18.1 per cent, had been in the United States less than three years. The south and east Europeans as a class reported more recent immigrants than did the other races. Fewer of the employees were married than was the case with the employees in Colorado. Of the native-born only 49.1 per cent were married, while an even smaller proportion, 47.5 per cent, of the foreign-born were married. This difference is due to the weight of the Japanese in the data. Of that race, 60.2 per cent were single. Moreover, nearly one-half of those foreign-born who were reported as married are without their families, for 42.6 per cent reported their wives as abroad. Only 9 of the 117 married Japanese were accompanied by their wives. On the other hand, practically all of the north Europeans who were married had their families with them at the mines.

Only about one-half of the non-English-speaking foreign-born employees are able to speak English. Of those who have immigrated within five years, 34.3 per cent speak English, as do 58.1 per cent of those who have been in the United States between five and nine years, while 71 per cent of those who have lived in the United States ten years or over can speak our language. The south and east Europeans as a class and the orientals are very deficient in this regard. Since so large a number had been in the United States for only a few years, only a small proportion were eligible for naturalization. Data with regard to present political condition were reported for 339 persons, of whom 47.7 per cent were still aliens, while only 32.7 per cent had become citizens.

From these facts it is evident that the mine employees of Wyoming are extremely cosmopolitan, with a majority of the foreign-born from south and east Europe and a large number from Japan. A large proportion are recent immigrants, many of whom, although married, have not as yet brought their families to this country. Only about half of the foreign-born of non-English-speaking races speak English, and of those who are eligible in point of race and residence only about one-third have become citizens.

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[a] The terms "north European," "south European," and "east European," as used in this chapter, include the following races: North European: Danish, Dutch, English, French, German, Irish, Norwegian, Scotch, Swedish, Welsh. South European: Greek; Italian, North; Italian, South; Spanish. East European: Bohemian and Moravian, Croatian, Dalmatian, Finnish, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Russian, Ruthenian, Slovak, Slovenian, Austrian, race not specified. "Miscellaneous:" Canadian, Chinese, Japanese, Korean.

RACE CHANGES.

The oldest mines of Wyoming were opened at about the time of the completion of the Union Pacific Railroad in 1869. During the early years of development the Chinese who had been employed in large numbers in the construction of the railroad were depended upon exclusively as laborers, the supervisory positions being held by natives and immigrants from Great Britain. In 1882, however, the anti-Chinese agitation in the West led to a series of riots which resulted in the practical elimination of the orientals from the mines, most of those who escaped with their lives leaving the locality. Only about 100 have remained, and as most of these are now old men, but a small number are working in the mines. The places made vacant by these riots were filled by immigrants from European countries, foremost among whom were the Finns and Slovaks. In the early nineties several new mines were opened in Wyoming. The labor supply at that time was made up chiefly of natives and north Europeans, but a noticeable number of south and east Europeans were employed. The racial changes since that time have, with few exceptions, been gradual. As the Italians, Greeks, and east European races, and especially the Slovaks and Slovenians, have increased in numbers, the natives and north Europeans have left the industry, a few at a time, for other industries or agricultural work. This shifting has continued until now a large percentage of the laborers are of the south and east European races.

A considerable number of Slovenians entered the field about 1898 in response to a systematic campaign of advertising in the newspapers of New York and other eastern cities, conducted by members of the race who had found the Wyoming coal mines a highly attractive and remunerative field of work. About the year 1900 the Japanese first entered the locality as miners. They came as a result of correspondence between the operators and Japanese employment agencies during times when labor was scarce. They were controlled by "bosses," who managed all of their affairs. In 1904 Montenegrins and Dalmatians were first employed and within the last few years the Greeks, brought west as railroad laborers, have found work in considerable numbers. The general result of these various race changes has been to make the labor supply of Wyoming a mixture of an unusually large number of races. Few native-born are employed and most of the laborers are of the more recent type of immigrants.

Before the advent of the United Mine Workers of America in Wyoming the hours and wages of the laborers varied considerably. When the Chinese were first employed they were paid $1.10 per day. By 1903 they were earning $1.35 per day and in 1907 their wages amounted to $1.60 per day. When the Slovenians were first employed in large numbers, about 1898, they earned $2.50 per day as "company men." By 1907 they were being paid $3.40 for the same work. These wages were sufficiently higher than those paid in eastern coal mines at the same time to attract men from the latter fields. There was no uniform workday, the men in some cases working as many as twelve hours per day. Before 1907 the Japanese laborers were paid $2.10 per day. With the advent of the union the regulation wage for all races was based on the same scale—$3.10 being the daily wage for the ordinary work on a time basis.

In 1907 the Wyoming field was unionized for the first time. In that year the operators entered into an agreement with the United Mine Workers of America very similar to the one in force in northern Colorado. Since a number of orientals were employed at the time, the operators planned to employ them for a lower wage than that specified in the agreement. However, a delegation of Japanese called on the officials of the union at its convention in Denver and secured a special rule under which orientals could become union men. It was the first time that the union had admitted orientals to membership. This diplomatic concession on the part of the miners doubtless prevented the introduction of more Japanese. As it is, their numbers are decreasing rather than increasing. At one important mining center, for example, it is estimated that the number of Japanese employed decreased from 200 to 135 between 1907 and 1909.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

The races which have been employed longest in mining in Wyoming—native-born and north European—occupy most of the higher positions at the mines. The table following shows the occupations of 1,728 employees.

TABLE 24.—*Number of employees in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	81	13	39	19	10
Negro	9	8	1		
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	14	7	7		
Canada	4	2	2		
Denmark	3	2		1	
England	45	9	26	7	3
Finland	2		2		
France	4	1	3		
Germany	8	1	3	4	
Ireland	14	4	6	1	3
Italy, North	1	1			
Netherlands	1		1		
Norway	1	1			
Poland	2		2		
Scotland	38	10	26	2	
Sweden	6		4	2	
Wales	13	1	11	1	
Total native-born	246	60	133	37	16
Foreign-born, by race:					
Bohemian and Moravian	4	4			
Canadian (other than French)	4	1	3		
Chinese	25	23	2		
Croatian	40	25	15		
Dalmatian	48	37	11		

TABLE 24.—*Number of employees in each specified occupation group, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Foreign-born, by race—Continued.					
Danish	6		5	1	
Dutch	5	1	4		
English	94	33	43	10	8
Finnish	97	63	31	3	
French	18	17	1		
German	23	20	2	1	
Greek	47	21	26		
Herrat	17	8	9		
Herzegovinian	1		1		
Irish	15	3	10	1	1
Italian, North	95	82	13		
Italian, South	13	7	6		
Japanese	274	251	16	5	2
Korean	7	3	4		
Lithuanian	6	5	1		
Magyar	35	24	11		
Montenegrin	37	17	20		
Moravian	3	2	1		
Norwegian	4	1	2	1	
Polish	40	28	11	1	
Russian	4	2	2		
Ruthenian	5	3	2		
Scotch	84	26	39	7	12
Slovak	104	51	42	10	1
Slovenian	133	97	27	9	
Spanish	2	2			
Swedish	34	5	22	6	1
Welsh	19	8	8	3	
Miscellaneous	139	102	34	2	1
Total foreign-born	1,482	972	424	60	26
Grand total	1,728	1,032	557	97	42

Only 5 persons, other than natives and immigrants from the British Isles, were superintendents, bosses, or foremen. Of these, 2 were Japanese "bosses," 1 a Slovak, 1 a Swede, and the other a North Italian. In this group were 16 native-born, of whom 10 were of native father and 6 of English and Irish parentage. Of the 26 foreign-born holding supervisory positions, 8 were English and 12 Scotch. Thirty-eight and one-tenth per cent of the mechanics and engineers were native-born. Of the 37 native-born in the group, 19 were of native father, while 18 were the children of immigrants from north European countries. One-half of the foreign-born were from north Europe. The other races reporting skilled laborers were Slovak, Slovenian, Polish, Finnish, and Japanese. The natives and north Europeans, however, predominate in this kind of work, furnishing 74.4 per cent of the total group.

Among the general laborers this racial group, i. e., natives and north Europeans, is less numerous than in the higher occupations. However, 269, or 48.3 per cent, of the entire number were north Europeans or natives. The other races employed at general labor in the largest proportions were Slovak, Slovenian, Greek, Montenegrin, Finnish, Japanese, Croatian, Dalmatian, Magyar, and Polish, in the order named. Of the 1,728 employees from whom data with regard to occupation were secured, 1,032 were miners or loaders. Only 60 of this number were native-born. Moreover, comparatively few north Europeans were reported in this occupation group. In fact, only 16.8 per cent of the miners and loaders were native-born or of north European races.

The percentages of each race, reporting 20 or more persons, in the several occupation groups are shown in the table next presented.

TABLE 25.—*Per cent of male employees in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father [a]	90	23.3	44.4	21.1	11.1
Native-born of foreign father	156	25.0	59.6	11.5	3.8
Total native-born	246	24.4	54.1	15.0	6.5
Foreign-born, by race:					
Chinese	25	92.0	8.0	.0	.0
Croatian	40	62.5	37.5	.0	.0
Dalmatian	48	77.1	22.9	.0	.0
English	94	35.1	45.7	10.6	8.5
Finnish	97	64.9	31.9	3.1	.0
German	23	86.9	8.7	4.3	.0
Greek	47	44.6	55.4	.0	.0
Italian, North	95	86.3	13.7	.0	.0
Japanese	274	91.6	5.8	1.8	.7
Magyar	35	68.5	31.5	.0	.0
Montenegrin	37	45.9	54.1	.0	.0
Polish	40	70.0	27.5	2.5	.0
Scotch	84	30.9	46.4	8.3	14.3
Slovak	104	49.0	40.4	9.6	1.0
Slovenian	133	72.9	20.3	6.7	.0
Swedish	34	14.7	64.7	17.6	2.9
Miscellaneous [b]	272	62.1	34.2	2.9	.7
Total foreign-born	1,482	65.6	28.7	4.0	1.7
Grand total	1,728	59.7	32.2	5.6	2.4

[a] Includes 9 Negroes.

[b] Includes all races reporting less than 20 employees.

The Scotch, English, and native-born of native father were employed in proportions larger with respect to their numbers as superintendents, bosses, and foremen than any other races. Of the native-born of native father, 21.1 per cent were mechanics or engineers, while 11.5 per cent of those born of foreign father were in the same group, making 15 per cent of all native-born. The races with the largest representation in this occupation group were the Swedish with 17.6 per cent, the English with 10.6 per cent, the Slovak with 9.6 per cent, the Scotch with 8.3 per cent, the Slovenian with 6.7 per cent, and other races in the following order: German, Finnish, Polish, and Japanese. No Chinese, Croatians, Dalmatians, Greeks, Italians, Magyars, or Montenegrins were employed either as mechanics or as engineers or in supervisory capacities.

As general laborers, 54.1 per cent of the native-born were reported as compared with 28.7 per cent of the foreign-born. A somewhat larger proportion of persons native-born of foreign father were employed in this capacity than of those who were native-born of native father. The explanation of this situation lies in the fact that the children of immigrants are often employed at "light work" on the surface before they take up the actual mining. Several races show a greater percentage in this group than do the native-born. These are the Swedish with 64.7 per cent, the Greek with 55.4 per cent, and the Montenegrin with 54.1 per cent. All other races show a smaller percentage, the most important being in the order of rank—Scotch with 46.4 per cent, English with 45.7 per cent, Slovak with 40.4 per cent, and Croatian with 37.5 per cent. The other races vary from 20 to 35 per cent, with the exception of German, Chinese, and Japanese, most of whose members were employed as miners and loaders.

Less than one-fourth (24.4 per cent) of the native-born were miners and loaders, whereas 65.6 per cent of the foreign-born were employed in this capacity. As noted above, most of the Chinese, Japanese, and Germans were in this group, their percentages being 92, 91.6, and 86.9 per cent, respectively. Of the Italians, 86.3 per cent were miners or loaders, as were 77.1 per cent of the Dalmatians, 72.9 per cent of the Slovenians, 70 per cent of the Poles, 68.5 per cent of the Magyars, 64.9 per cent of the Finns, and 62.5 per cent of the Croatians. Other races were employed in this capacity in smaller proportions, the lowest being the Swedish with but 14.7 per cent.

The salient points in these data with reference to occupations are that the older type of immigrants and the native-born here predominate in the higher occupations, and are to be found in larger proportions than the foreign-born engaged in general labor—usually surface work. However, a rather large proportion of the Slovaks and Slovenians are employed as skilled workmen. These races have been in the field longer than most of the south and east European races, and have risen, to a certain extent, in the scale of occupations. Their progress, however, has not been as rapid as that of the north Europeans. The Finns, on the other hand, although they immigrated at about the same time as the Slovaks and Slovenians, show no appreciable progress in this regard. The same is true of the Chinese, most of whom came to this country more than twenty years ago. They have always been employed at the same work. Most of the other races have been in the field too short a time to make much progress. In general, the underground work is done chiefly by the more recent immigrants.

HOURS AND EARNINGS OF LABOR.

The mines in Wyoming are in operation all the year around. For three or four months during the late spring and early summer (March to August), however, with one or two exceptions, they run only one-half to two-thirds time. At but one of the mines investigated is regular employment furnished throughout the year. This plant is operated to supply a large smelter near by, to which fact is due the constant market for its coal. The demand for the product of other mines is dependent chiefly on general market conditions, and hence is small during the summer months, when coal is mined chiefly for the use of the railroads. The average number of days worked by coal-mine employees in Sweetwater County for 1907 was 208 and for 1908, 226. For Uinta County the average was 284 for 1907 and 224 for 1908.[a] These averages, however, show a much greater regularity of work than was reported from other districts investigated.

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[a] U. S. Geological Survey. The Production of Coal in 1908, from Mineral Resources of the United States, 1908, p. 195.

The hours of labor are controlled by the agreement (referred to above) between the operators and the United Mine Workers of America. The agreement provides:

> That eight hours shall constitute a day's work, and it is definitely understood that an eight-hour day means eight hours' work in the mine at the usual working places, exclusive of one-half hour for mid-shift lunch, six days a week when required by the operators, Sundays and legal holidays excepted.

This agreement includes all men employed by the operators in any capacity, except the supervisory and "office" force. Furthermore, a definite scale of wages is fixed for all men employed by the day,—"company men." This scale varies from $1.50 per day for "trappers" (boys) to $4 per day for "boiler makers" and "gas watchmen." Rates for the tonnage of miners and loaders are fixed for each mine with reference to local conditions.

The earnings of employees are shown in the table following.

Table 26.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 and over.
Native-born of native father[b]	82	0.0	0.0	7.3	13.4	47.5	15.9	15.9
Native-born of foreign father	137	.0	.0	3.6	21.9	58.4	7.3	8.8
Foreign-born, by race:								
Chinese	23	.0	.0	13.0	17.4	69.6	.0	.0
Croatian	54	.0	.0	7.4	24.1	55.6	5.6	7.4
Dalmatian	49	.0	.0	8.2	10.2	61.2	10.2	10.2
English	88	.0	.0	1.1	15.9	55.7	14.8	12.5
Finnish	95	2.1	1.1	5.3	26.3	50.5	12.6	2.1
German	23	.0	4.3	17.4	17.4	39.1	13.0	8.7
Greek	46	.0	.0	15.2	47.8	34.8	.0	2.2
Italian, North	96	.0	2.1	5.2	20.8	54.2	10.4	7.3
Japanese	335	.3	1.5	4.5	30.2	38.5	1.8	23.3
Magyar	34	.0	.0	.0	26.4	41.2	32.4	.0
Montenegrin	36	.0	.0	.0	8.3	86.1	2.8	2.8
Polish	32	.0	.0	3.1	28.1	56.2	12.5	.0
Scotch	77	.0	.0	1.3	10.4	53.2	10.4	24.7
Slovak	100	2.0	1.0	10.0	21.0	49.0	17.0	.0
Slovenian	166	.0	.6	9.6	17.5	51.8	12.7	7.8
Swedish	28	.0	.0	.0	32.1	46.4	14.3	7.1
Welsh	24	.0	.0	4.2	12.5	54.2	16.6	12.5
Austrian (race not specified)	82	.0	4.9	1.2	25.4	54.9	9.8	3.7
Miscellaneous	96	2.1	2.1	7.3	26.0	47.9	11.4	3.1
Grand total	1,703	.4	1.0	5.6	22.7	50.1	9.6	10.5
Total native-born	219	.0	.0	5.0	18.7	54.3	10.5	11.4
Total foreign-born	1,484	.5	1.2	5.7	23.2	49.5	9.5	10.3

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Includes 10 Negroes.

It will be noticed that, with the exception of the Germans and Scotch, more than two-thirds of each race employed earned between $2.50 and $3.50 per day. In fact, 72.8 per cent of all the employees earned a daily wage within these limits. Only 7 per cent earned less than $2.50, while 9.6 per cent earned between $3.50 and $4, and 10.5 per cent $4 or over per day. None of the native-born earned less than $2 per day. For persons native-born of native father, larger earnings were reported than for those of foreign parentage; 31.8 per cent of the former earning more than $3.50 per day, as opposed to 16.1 per cent of the latter. This difference is explained by the more frequent employment of the former in supervisory capacities. Of the total native-born, 21.9 per cent earned more than $3.50 per day, 73 per cent between $2.50 and $3.50, and 5 per cent between $2 and $2.50 per day.*

Among the foreign-born the Scotch and Japanese reported by far the largest proportions earning $4 or more per day. Of the former 24.7 per cent earned $4 or more, while 23.3 per cent of the Japanese reported similar earnings. The Welsh and English each reported 12.5 per cent earning $4 or more per day. A smaller percentage of each of the other races earned $4 or more than did the native-born, 11.4 per cent of whom were reported in this group. No Chinese, Magyars, Poles, or Slovaks earned $4 or more per day. Almost one-third (32.4 per cent) of the Magyars earned between $3.50 and $4 per day, as opposed to 10.5 per cent of the native-born. The daily earnings of 17 per cent of the Slovaks, 16.6 per cent of the Welsh, 14.8 per cent of the English, 14.3 per cent of the Swedes, 13 per cent of the Germans, 12.7 per cent of the Slovenians, 12.6 per cent of the Finns, and 12.5 per cent of the Poles were between $3.50 and $4. Smaller proportions of other races than of the native-born were reported in this group.

As noted in the preceding table, 72.8 per cent of all persons reported earned between $2.50 and $3.50 per day. Of the native-born 73 per cent reported earnings within these limits as opposed to 72.7 per cent of the foreign-born. Nine races reported a greater percentage earning between $2.50 and $3.50 than did the native-born. Of these races the Montenegrin reported 94.4 per cent, the Chinese 87 per cent, the Polish 84.3 per cent, the Greek 82.6 per cent, the Austrians (race not specified) 80.3 per cent, the Croatian 79.7 per cent, the Swedish 78.5 per cent, the Finnish 76.8 per cent, and the North Italian 75 per cent. Smaller percentages of other races than of native-born earned between $2.50 and $3.50 per day, the lowest in this regard being the German, Scotch, and Welsh, more of whom earned over $3.50 per day at the more remunerative occupations. Moreover, 17.4 per cent of the Germans earned between $2 and $2.50 per day, as opposed to 5 per cent of the native-born. Of the other races, 15.2 per cent of the Greeks, 13 per cent of the Chinese, 10 per cent of the Slovaks, 9.6 per cent of the Slovenians, 8.2 per cent of the Dalmatians, and smaller proportions of most of the other races earned between $2 and $2.50 per day. No Montenegrins, Magyars, and Swedes, however, earned less than $2.50 per day. Those earning less than $2 per day were: Austrians (race not specified) 4.9 per cent, Germans 4.3 per cent, Finns 3.2 per cent, Slovaks 3 per cent, North Italians 2.1 per cent, Japanese 1.8 per cent, and Slovenians 0.6 per cent.

These data, in general, show that the races which have had a place in the industry longest, viz, natives and north Europeans, were relatively more numerous in the more remunerative work than the other races. A large proportion, however, of several races, the members of which have immigrated more recently, notably the Montenegrins, Croatians, Greeks, Slovaks, and Poles earned comparatively high wages ($2.50 to $3.50). As will be remembered from the preceding section, these newer races are more largely employed on piece work as miners or loaders, and hence good wages for them connotes industry and regularity at work.

However, it must be noted in this connection that although the daily earnings of miners and loaders of these and other races are somewhat higher than those of workmen engaged in other occupations, their average total earnings during a given period of time are lower than those of any other group. This is due primarily to the irregularity of the work of mining and loading. Furthermore, the work is underground and hence more dangerous and generally less desirable than outside "company" work. Pay rolls secured from two mines indicate clearly the relation between the two types of work as a source of income for a given period of time. These data are presented in the table following.

TABLE 27.—*Earnings of employees at two mines in Wyoming for half a month, by occupation group.*[*]

MINE NO. 1.

Occupation group.	Total number.	Total earnings.	Number of days worked.	Average number of days worked per man.	Average earnings per man.	Average earnings per day.
Miners and loaders	140	$5,038.03	1,479	10.5	$35.99	$3.41
General laborers	46	1,726.86	579	12.6	37.54	2.98
Mechanics and engineers	10	523.99	158	15.8	52.40	3.32
Superintendents, bosses, and foremen	6	292.65	87	14.5	48.77	3.36
Total	202	7,581.43	2,303	11.4	37.53	3.29

MINE NO. 2.

Occupation group.	Total number.	Total earnings.	Number of days worked.	Average number of days worked per man.	Average earnings per man.	Average earnings per day.
Miners and loaders	108	2,794.00	(a)	(a)	25.87	(a)
General laborers	29	900.40	296	10.2	31.05	3.04
Mechanics and engineers	1	56.25	12	12.0	56.25	4.69
Superintendents, bosses, and foremen	3	154.30	39	13.0	51.43	3.96
Total	141	3,904.95	(a)	(a)	27.69	(a)

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Not computed, because of lack of data with regard to hours worked.

At mine No. 1 the miners and loaders reported average daily earnings of $3.41, or more than any other group. General laborers, on the other hand, earned only $2.98 per day. However, the general laborers earned during the half month an average total of $37.54, as opposed to $35.99 for the miners and loaders. The two higher occupation groups also reported greater total earnings than did the miners and loaders. Among the miners and loaders only 10.5 days per man were worked during the half month, while the general laborers worked 12.6 days on the average. The mechanics and engineers, and the bosses and foremen were employed even more regularly, averaging 15.8 and 14.5 days, respectively, during the half month.

At mine No. 2 no data were secured with regard to the days worked by miners and loaders. However, the average total earnings per man in this group were less than in the other occupations. This indicates that substantially the same conditions obtain with regard to the regularity of employment in the various occupation groups as were noted with reference to mine No. 1.

Since conditions in these two mines are fairly typical of the others investigated, these data serve to explain the presence of larger numbers of natives and north Europeans in the general laboring class. Although the daily earnings are less, the monthly return, all things being considered, is greater. Furthermore, the "day" work is largely "outside" and hence more agreeable and less dangerous, thus attracting men of settled habits. The underground work with its higher daily earnings, its disagreeable and dangerous features, and its lack of regularity, is done, as pointed out in a previous section, very largely by the newer type of immigrant.

At the mines from which data were secured, 48 persons between 14 and 18 years of age were employed. Their daily earnings are shown in the table next presented.

TABLE 28.—*Per cent of male employees 14 and under 18 years of age, earning each specified amount per day, by general nativity.*[*]

General nativity.	Number reporting complete data.	Number earning each specified amount per day.						
		$1 and under $1.25.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.
Native-born [a]	27	7.4	3.7	7.4	48.1	22.2	11.1	0.0
Foreign-born [b]	21	0.0	9.5	.0	28.6	28.6	28.6	4.8
Total	48	4.2	6.3	4.2	39.6	25.0	18.7	2.1

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Includes 4 native-born of native father, and native-born of foreign father from north European countries, Finland, Canada, and Italy.

[b] Includes 9 north Europeans, 8 south Europeans, 2 Japanese, 1 Pole, and 1 Finn.

The number reported is too small for comparison between the races. The data show, however, that the foreign-born youths earned more than did the native-born. Of the latter, 4.8 per cent earned between $3.50 and $4 per day, whereas of the native-born none earned as much as $3.50. Furthermore, 57.2 per cent of the foreign-born, as opposed to 33.3 per cent of the native-born, earned between $2.50 and $3.50 per day. Almost one-half (48.1 per cent) of the native-born earned between $2.00 and $2.50 per day, as did 28.6 per cent of the foreign-born. Furthermore, 18.5 per cent of the native-born as opposed to 9.5 per cent of the foreign-born earned less than $2 per day. The higher earnings of the foreign-born children may be traced to the fact that they take up the underground work of mining and loading at an earlier age than do the native-born.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

At two mines investigated boarding houses are operated by the companies. Fairly good board and lodging are furnished to the men for $25 to $26 per month. It is in no sense compulsory, however, for men to avail themselves of these accommodations.

The Japanese employed in this State are for the most part under the control of a Japanese agency, with its headquarters at Salt Lake City, Utah. This agency manages all their affairs and has an arrangement with the mining companies, in accordance with which deductions are made from the earnings of the men to compensate the agency for its expenditures in their behalf. These deductions include board, bunks, baths, railroad fare advanced, union dues, coupons issued by the agency redeemable in merchandise at the company stores, and the commission charged for the services of the agency. Indeed, so numerous and varied are the deductions that often the entire earnings of some of the men are spent in this way. At one mine data were secured with regard to these sums collected by the agency. At that mine 118 Japanese were employed. Their total earnings for the two weeks (April 1 to 15, 1909) amounted to $2,828.15, or an average of $23.97 per man. Deductions made by the company for the Salt Lake agency amounted to $1,933.75, or an average of $16.39 per man. That is to say, the balance was only $894.30, or $7.58 per man. Sixty of the 118 employed received in cash for their two weeks' work less than $5, while 37 of these received nothing in cash, their entire earnings failing to more than cover the agency's bills against them. The usual rate charged for board is $19; for lodging 50 cents per month.

Houses are owned by the operators and rented to the men at every mine investigated. In one case most of the houses are owned by the company. They are well-built frame structures and rent for $10 to $10.50 per month, including light and water. At another mine $2 per room per month is charged for the use of 3 and 4 room houses, poorly built of rough boards and slats, with no plastering. The houses at all of the other mines investigated are poorly constructed frame houses of from 2 to 4 rooms, which rent for various amounts, ranging from $6 to $12 per month, besides a charge of $1.50 per month for water and a minimum charge of $1.25 for electric lights. Land for building purposes is leased to the men for $1 per month.

Stores are operated by every company from which data were secured. They carry a varied line of merchandise in every case, which is sold at prices as low, and in some instances lower, than those prevailing at competing stores. No compulsory patronage was found. Indeed, according to the "agreement between the United Mine Workers of America and the Coal Operators' Association of Wyoming," the employees have the right to "buy where they please without discrimination." However, the absence of any independent stores in the locality in one or two instances gives the company store a practical monopoly of the patronage. Wages are paid twice each month in "United States currency in places where there are no banks;" otherwise by check redeemable without discount. Orders for merchandise are issued at times to the men between pay days.

With regard to the measurement of the product, the "agreement" provides for a "pit committee" to settle matters in dispute between foremen and employees, and also for a check weighman, whose duty it is to see that justice is done the men in the recording of their tonnage at the scales. This officer has a check number and is authorized to credit himself with a certain amount of the coal which he records. If this system is impracticable, specified deductions are made from the earnings of employees to provide for his remuneration. It is further agreed that "measurements of work, upon which yardage is paid, shall be made semimonthly, and payment in full shall be paid for such work in the same manner in which other work is paid for."

The companies agree to provide first aid to the injured at the mines. Hospital and medical service is, however, under the "agreement" placed in charge of a "hospital commission" at each mine or camp, composed of one member representing the company, one representing the nonunion employees, such as the supervisory and office force and store clerks, and two representing the union men, to be elected by them at their own discretion. The companies undertake to make the necessary deductions from the earnings of the men. The commissions so constituted employ physicians and secure hospital facilities, making monthly reports of their actions. The deductions authorized by these "hospital commissions" vary from camp to camp from 50 cents to $1 per month. In return for this assessment the men and their families receive free treatment from resident physicians in case of sickness or injury, and the men are entitled to hospital service at the state hospital in Rock Springs. This privilege, however, is not extended to their families. Little welfare work is attempted by the operators. The only instances of expenditure for the general benefit or amusement found at the mines investigated were the construction of baseball and football grounds at one mine and the installation of a small technical library at another.

OTHER CONDITIONS OF EMPLOYMENT.

Sanitary conditions were found to be uniformly good in the mines, and no dangers other than those ordinarily attendant on bituminous coal mining were present. The companies are bound by their "agreement" with the union to "keep the mines in as dry condition as practicable by keeping the water off the roads and out of the working places." Furthermore, restrictions with regard to proper ventilation, timbering, etc., are enacted in the state laws and enforced by the state coal mining inspectors. In spite of these facts, however, an extremely high death rate from accidents was reported in 1908. In that year one man was killed for every 67,777 tons of coal mined, whereas the rate for New Mexico was one to 107,302 tons. None of the deaths was due to explosions of gas or powder, but all to falling roofs, accidents incidental to transportation, and similar causes. This high death rate is significant when it is considered that an unusually large percentage of recently arrived immigrants, unable to speak English, are employed. The presence of large numbers of this type of laborers undoubtedly leads to many accidents attributable to individual ignorance or carelessness.

RELATIONS BETWEEN THE RACES EMPLOYED.

The mining communities in Wyoming present a somewhat unique situation with regard to the relations between the various races. In most respects all races are on an equal footing. Even orientals are eligible to union membership and the relations engendered by the association which such membership entails are almost fraternal. Japanese and Chinese wear their union buttons with pride and are given the same treatment as other races. In general, the races mingle freely both at work and in their social life. Some slight segregation is evident, however. "Buddies" are usually of the same race. The Japanese work under "Jap bosses" but along with other races. Almost no tendency to colonize is shown by any races other than the Chinese and Japanese. These races live apart from the others in "bunk houses" provided for them. The Chinese and Japanese live in separate quarters. The absence of any noticeable race antipathy is due primarily to long habituation to a cosmopolitan population, in which the native-born element has always been small.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

Natives and north Europeans are preferred in all cases by the operators for supervisory and other positions of responsibility. Indeed at two mines of those investigated a preference for this type of labor in all occupations was expressed. The operators claim that they never have been able to secure men of these races in sufficient numbers to do the work, and that recourse to immigrant labor has been a necessity. The Japanese were well spoken of as regular and attentive to their work. Of the other races the various Austrian races, the Finns, and the North Italians are preferred. Those least desirable from the point of view of the employers are the South Italians, Greeks, and Montenegrins. These races are slow to learn English and are hence somewhat harder to direct than the other races. The Greeks are regarded as tricky, and are said to use their ignorance of the English language as an excuse for disobeying orders which they really understand. The Montenegrins are among the most recent immigrants and hence are less acquainted with American conditions and less adaptable.

With regard to the second generation of immigrants no opinion was expressed at two mines, because of lack of experience with them. At the others, the general opinion was that they excelled their parents in progressiveness and earning capacity, chiefly because of a better education and a knowledge of English. The children of Finns were said to be a fine type of citizen. Many children of immigrants in this section do not take up coal mining, but enter other fields of industry where more progress is possible.

CHAPTER VI.

WASHINGTON.

For General Tables see pp. 671 to 682

INTRODUCTION

The investigation made by the agents of the Commission in Washington covered 15 mines located in three counties—King, Kittitas, and Pierce. Their total output of coal in 1908 was 2,897,942 tons, or 95.8 per cent of the total product of the State.[a] Kittitas County was the largest producer, and in this county data were secured for 12 mines. Of the remaining three, two were located in Pierce County and one in King County. In 1908 an average of 5,170 men were employed in the coal mines of the three counties.[a] For the purposes of this report data were secured from 2,551 men, or 49.3 per cent of the average number employed in the three counties during the year 1908. The mines investigated were typical of the industry in the State of Washington.

RACES EMPLOYED.

The racial composition of the labor supply at the coal mines of Washington is as varied as that of Wyoming. Indeed, 35 races were represented among the 2,551 persons from whom data were secured. The proportions in which the races numbering 20 or more were employed are shown by the following table:

TABLE 29.—*Male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	Per cent of total.	General nativity and race.	Number.	Per cent of total.
Native-born of native father:			Foreign-born, by race—Con.		
White	155	6.1	Lithuanian	55	2.2
Negro	39	1.5	Montenegrin	130	5.1
Native-born of foreign father, by country of birth of father:			Polish	80	3.1
England	67	2.6	Russian	41	1.6
Scotland	24	.9	Scotch	39	1.5
Wales	44	1.7	Slovak	24	.9
Miscellaneous	71	2.8	Slovenian	135	5.3
Foreign-born, by race:			Welsh	119	4.7
Canadian (other than French)	36	1.4	Miscellaneous[a]	116	4.5
Croatian	308	12.1	Austrian (race not specified)	50	1.9
English	225	8.8	Grand total	2,551	100.0
Finnish	129	5.1			
French	23	.9	Total native-born of foreign father	206	8.1
German	75	2.9	Total native-born	400	15.7
Italian, North	525	20.6	Total foreign-born	2,151	84.3
Italian, South	41	1.6			

[a] Includes all races reporting less than 20 employees.

Only 400, or 15.7 per cent, of the employees from whom data were secured, were native-born. Of these, 194 were born of native father and 206 of foreign father. Of the latter, 150 were the children of immigrants from the British Isles, while the fathers of the remaining 56 emigrated from the following countries: Austria-Hungary, Belgium, Canada, Denmark, Finland, France, Germany, Italy, Russia, Sweden, and Switzerland. Those of north European[a] descent as a class numbered 174, or 84.5 per cent, of all who were native-born of foreign father. Of the remaining 32, 15 were children of immigrant fathers from Austro-Hungary and 10 of Italian fathers. The presence of so many persons native-born of fathers among these races is a direct outcome of the fact which will be pointed out in the following section that they were among the first south and east Europeans to be employed in the locality.

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[a] The Production of Coal in 1908, from U. S. Geological Survey, Mineral resources of the United States, 1908, p. 186.

A total of 2,151 foreign-born, or 84.3 per cent of the total number of employees, was reported. The north Europeans numbered 536, or 20.6 per cent of the total. Of the south European races, the North Italians were the most numerous. That race group reported 20.6 per cent of the total as opposed to 1.6 per cent for the South Italians. Only 2 members of other south European races reported data. This race group, then, supplied 22.3 per cent of the total of the employees from whom data were secured. Most of the remaining foreign-born, 1,002, or 39.3 per cent of the total, were immigrants from east European countries. Only 45 persons were reported from other than European races. Of these, 38 were Canadian (French and other), 5 Korean, and 2 Syrian. The south and east Europeans comprise more than three-fifths (61.6 per cent) of the entire labor supply, as opposed to 36.3 per cent furnished by the natives and north Europeans.

Among the north European immigrants, the English and Welsh were most numerous, 225 of the former and 119 of the latter being employed. The French, German, and Scotch races were the only others from north Europe reporting more than 20 persons. The south Europeans were mostly North Italians. Of the east European races, the Croatians, Slovenians, Montenegrins, and Finns were employed in largest numbers. Other races which reported 20 or more persons, in the order of numbers, are Poles, Lithuanians, Austrians (race not specified), Russians, and Slovaks.

About two-thirds of the foreign-born employed at the Washington coal mines are recent immigrants. Of the 2,149 who reported the period of their residence in the United States, 66.4 per cent had been in this country less than ten years. Indeed, 38.8 per cent had immigrated within five years, while 18.8 per cent had been in the United States less than three years. The majority (64.9 per cent) of those who had been in the United States twenty years or over were north Europeans, largely from the British Isles. However, noticeable numbers of North Italians, Slovenians, Finns, and Lithuanians had been in this country twenty years or over. Of those who had been in the United States between ten and twenty years, these four races composed 45.1 per cent, while a much larger proportion of Croatians, Poles, Russians, and Slovaks were reported in this group than among those who had lived in America twenty years or more. The great majority of those who had immigrated within ten years were south and east Europeans. Only 231, or 27.7 per cent, were north Europeans. More than half of these were English and Welsh. Indeed, 44.1 per cent of these two races were recent immigrants, a rather striking contrast to the members of these races employed in Colorado and Wyoming.

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[a] The terms "north European," "south European," and "east European," as used in this chapter, include the following races: North European—Belgian (race not specified), Danish, Dutch, English, French, German. Irish, Norwegian, Scotch, Swedish, Welsh. South European—Italian (North), Italian (South), Portuguese, Spanish. East European—Austrian (race not specified), Bohemian and Moravian, Croatian, Dalmatian, Finnish, Herzegovinian, Lithuanian, Magyar, Montenegrin, Polish, Roumanian, Russian, Ruthenian, Servian, Slovak, Slovenian. Miscellaneous—Canadian (French), Canadian (other), Korean, Syrian.

More of the foreign-born were married than of native-born—50.8 per cent of the former as opposed to 46.3 per cent of the latter. The percentage of south and east Europeans who were married was 48.1. That is to say, a smaller proportion of the foreign-born were married than in Colorado and a slightly larger proportion than in Wyoming. However, a much larger percentage of those reported as married had their wives with them at the mines than was the case in either of the States considered in the preceding chapters. Of the 1,105 men reporting data on this point, 75.6 per cent had their wives with them. A larger percentage of the foreign element in Washington is "settled" than of the foreign-born employed in Colorado and Wyoming coal mines.

Of the immigrants of non-English-speaking races, 78 per cent could speak English. Of the 377 who had failed to acquire a speaking knowledge of English, 287, or 76.1 per cent, had been in America less than five years, while 79, or 20.9 per cent, had been here between five and ten years, making a total of 97 per cent who had been in the United States less than ten years. In this regard the immigrants of the Washington field are much more advanced than those in southern Colorado and Wyoming, but somewhat less so than those in northern Colorado. The political condition of immigrants in Washington is similar to that of those in Wyoming, where 47.7 per cent were aliens. In Washington, 40.3 per cent of immigrants who had been in the United States for five years, and were 21 years of age or over when they came were still aliens, whereas a much smaller proportion was shown to be alien in both northern and southern Colorado.

The prevalent race antipathy toward Asiatics in Washington has led to the refusal of employment in the mines to all Japanese, Chinese, or Hindus. Furthermore, no negroes are ever employed at two of the mines covered by the Commission's investigation.

RACE CHANGES.

The oldest group of mines in Washington was opened about 1880. Others have been in operation since the early nineties, and one company was organized as recently as 1900. During the early development of the mines, native-born Americans and immigrants from the British Isles and Germany composed the labor supply. About 1893 there was a large influx of Finns into one mining district, but after a few years their numbers decreased, the men for the most part taking up agricultural work. Labor troubles had a decided influence on the racial composition of the mining labor force of this State in the later nineties.

Between the years 1894 and 1901, 13 strikes occurred in the coal and coke industry, 6 of which were ordered by union officials. The average duration of these strikes was 35 days, and the loss to the men in wages amounted to $293,661. At the mines affected by these strikes, 4,705 men were employed before the troubles began, of whom 3,700 went on strike. Eight strikes resulted successfully for the men. New employees were introduced to the number of 1,270, of whom 1,156 were brought from other localities.[a]

At one group of mines a large number of negroes were imported from the Southern States, while another company introduced numerous North Italians and members of the Slavic races as strike breakers. About 1898 the Slovenians and Poles became a noticeable factor in the labor supply of one district, but the Poles have since decreased in numbers to a very marked extent. By 1900 the south and east Europeans, who were first introduced in large numbers during the early labor disputes, had spread over the entire field, and have since increased, until at the time of this investigation they constituted the majority of the mine workers. Montenegrins were first employed about 1907. Before they became accustomed to their new surroundings, there was considerable friction between them and other east Europeans, especially the Croatians.

As the numbers of the south and east Europeans increased, the numbers of natives and north Europeans became noticeably smaller. Many took advantage of the numerous agricultural opportunities offered in the developing western country, while others found their way into other industries or were drawn to the frontier camps of Alaska. Coal mining in Washington is at the present time carried on very largely by south and east European labor, as was pointed out in the preceding section.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

Although the Italians, Finns, Slovenians, and Lithuanians have been employed at the mines in this State in large numbers for more than ten years, they have made little advance with regard to occupation. This fact is shown by the following table of occupations.

TABLE 30.—*Number of employees in each specified occupation group, by general nativity and race.*[b]

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	156	58	61	29	8
Negro	39	27	12		
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	2	2			
Canada	3		2	1	
Denmark	1	1			
England	60	20	24	14	2
Finland	1		1		
France	2	1		1	
Germany	8	2	3	3	
Ireland	18	6	6	3	3

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[a] 16th Annual Report of the Bureau of Labor, p. 263.

[b] For classification of occupations, see Chapter II, p. 244.

TABLE 30.—*Number of employees in each specified occupation group, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native born of foreign father, by country of birth of father—Continued.					
Italian, North	6	2	4		
Netherlands	1		1		
Poland	1	1			
Russia	2	2			
Scotland	24	11	5	7	1
Sweden	2			2	
Wales	45	19	15	11	
Miscellaneous	6	2	3	1	
Total native-born	386	156	146	71	13
Foreign-born, by race:					
Bohemian	7	6		1	
Canadian (other than French)	32	12	9	7	4
Croatian	298	280	14	4	
Dalmatian	16	14		1	1
Danish	6		3	3	
Dutch	7	4	3		
English	241	135	76	15	15
Finnish	131	86	43	2	
French	23	19	3	1	
French-Canadian	2		2		
German	77	56	8	12	1
Hervat	3	2	1		
Herzegovinian	4	3	1		
Irish	8	7	1		
Italian, North	531	427	95	9	
Italian, South	42	24	18		
Korean	5	5			
Lithuanian	47	43	4		
Montenegrin	130	130			
Moravian	1		1		
Norwegian	9	1	7	1	
Polish	90	64	25	1	
Portuguese	1	1			
Roumanian	2	2			
Russian	42	32	10		
Ruthenian	4	4			
Scotch	43	26	12	4	1
Servian	8	7	1		
Slovak	24	13	11		
Slovenian	137	115	17	5	
Spanish	1	1			
Swedish	14	5	8		1
Welsh	120	69	22	15	14
Miscellaneous	81	58	18	4	1
Total foreign-born	2,187	1,651	413	85	38
Grand total	2,573	1,807	559	156	51

Not one member of the four races mentioned in the paragraph immediately preceding this table was reported in the group of superintendents, bosses, and foremen, while only 16 were employed as mechanics or as engineers. Of the 51 supervisory positions, 32 were held by north Europeans and 13 by natives. Other races represented in this group were the Canadian and the Dalmatian. The races which predominated in the supervisory force also furnished most of the mechanics and engineers. Seventy-one native-born persons were employed in these capacities, of whom 29 were born of native fathers and all but one of the remainder of north European fathers. Of the 85 foreign-born employed as mechanics and engineers, 51 were of north European races, while 9 North Italians and 14 east Europeans were reported in this occupation group. These data show that little progress in the scale of occupations has as yet been made by immigrants of the more recent type. Those of this class, however, who have been longest in the field showed the greatest numbers engaged in the higher occupations.

The supply of general laborers was drawn chiefly from natives, north Europeans, and those south and east European races which entered the industry in large numbers ten years before this investigation. Of the 559 general laborers reported 146, or 26.1 per cent, were native-born, half of native father and half of foreign father. Of the 413 foreign-born 95 were North Italians, 76 English, 43 Finns, 25 Poles, 22 Welsh, 18 South Italians, 17 Slovenians, and 14 Croatians. The remainder includes smaller numbers from 17 other races.

Most of the underground work, as was the case in Colorado and Wyoming, is done by immigrants. In fact 91.3 per cent of those engaged in mining and loading were foreign-born. Of the 156 native-born thus employed 58 were white persons born of native father, 27 were negroes, while 71 were native-born of foreign father. Of the foreign-born miners and loaders 25.9 per cent were North Italians, 17.5 per cent Croatians, 8.2 per cent English, 7.8 per cent Montenegrins, 7 per cent Slovenians, and 5.2 per cent Finns. Other races reporting more than 20 in this occupation group were Welsh, German, Polish, Lithuanian, Russian, Scotch, and South Italian.

A clearer idea of the relative proportions of each race who are employed at the various occupations may be obtained from the table following, which shows the percentage of each race reporting a total of 20 persons or over in each occupation group.

TABLE 31.—*Per cent of male employees in each specified occupation group, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	156	37.2	30.1	18.8	5.1
Negro	39	69.2	30.8	.0	.0
Foreign-born, by race:					
Canadian	32	37.5	28.1	21.9	12.5
Croatian	308	94.2	4.5	1.3	.0
English	241	56.0	31.5	6.2	6.2
Finnish	131	65.6	32.8	1.5	.0
French	23	82.6	13.0	4.3	.0
German	77	72.7	10.4	15.6	1.3
Italian, North	531	80.4	17.9	1.7	.0
Italian, South	42	57.1	42.9	.0	.0
Lithuanian	47	91.5	8.5	.0	.0
Montenegrin	130	100.0	.0	.0	.0
Polish	80	67.5	31.3	1.2	.0
Russian	42	76.2	23.8	.0	.0
Scotch	43	60.4	27.9	9.3	2.3
Slovak	24	54.2	45.8	.0	.0
Slovenian	137	83.9	12.4	3.6	.0
Welsh	120	57.5	18.3	12.5	11.7
Miscellaneous [a]	179	67.0	25.7	5.6	1.6
Grand total	2,573	70.2	21.7	6.1	1.9
Native-born of foreign father	191	37.2	38.2	21.0	2.6
Total native-born	386	40.4	37.8	12.4	3.3
Total foreign-born	2,157	75.8	18.8	2.9	1.7

[a] Includes races reporting less than 20.

The native-born show 3.3 per cent of their number employed in supervisory capacities, as opposed to 1.7 per cent of the foreign-born. Among the native-born, the native whites born of native father were reported in greater proportions as superintendents, bosses, and foremen than were the negroes or the men who were native-born of foreign father. Indeed, no negroes were employed in this capacity. Three races of immigrants, however, reported a greater percentage of their number in this occupation group than did the native-born. These were the Canadian with 12.5 per cent, the Welsh with 11.7 per cent, and the English with 6.2 per cent. As mechanics and engineers a much larger proportion of native-born were employed than of foreign-born, the proportions being 18.4 per cent of the former as against 3.9 per cent of the latter. Among the native-born no negroes were reported in this group. Those native-born mechanics and engineers, however, whose fathers were immigrants numbered 21.9 per cent of all the native-born of foreign father, while only 18.5 per cent of the native-born of native father were employed in these capacities. Of the foreign-born the races most largely represented in proportion to their numbers were the Canadian with 21.9 per cent, the German with 15.6 per cent, the Welsh with 12.5 per cent, the Scotch with 9.3 per cent, the English with 6.2 per cent and the French with 4.3 per cent. Five other races were represented in smaller proportions. No South Italians, Lithuanians, Montenegrins, Russians, or Slovaks were employed in either of the higher occupation groups. The Montenegrins were employed only as miners and loaders.

The field of general labor furnished employment to 37.8 per cent of the native-born as opposed to 18.8 per cent of the foreign-born. Of the native-born, 39.1 per cent of the whites born of native father, 30.8 per cent of the negroes, and 38.2 per cent of the persons native-born of foreign father, were in this group. Two races of the foreign-born were employed as general laborers in greater proportions to their numbers than were the native-born. These were the Slovaks with 45.8 per cent and the South Italians with 42.9 per cent. Other races with large percentages in this group were: Finns with 32.8 per cent, English with 31.5 per cent, Poles with 31.3 per cent, Canadians with 28.1 per cent, Scotch with 27.9 per cent, Russians with 23.8 per cent, Welsh with 18.3 per cent, and North Italians with 17.9 per cent. Other races showed smaller proportions, varying from the Montenegrins with none in this group to the French with 13 per cent.

The foreign-born, as was the case in both Colorado, New Mexico, and Wyoming, predominate in the work of mining and loading. Indeed, 75.5 per cent of the foreign-born as opposed to 40.4 per cent of the native-born were miners and loaders. The same proportion of native whites born of native father and of persons native-born of native father were in this occupation group, namely, 37.2 per cent. Of the negroes, on the other hand, 69.2 per cent were so employed. A larger proportion of north Europeans were doing underground work in Washington than was the case in the other States investigated. Their percentages were: French 82.6, German 72.7, Scotch 60.4, English 56, and Welsh 57.5, all much greater than the corresponding percentage for the native-born. This condition is due to the increase in the immigration of these races, especially the English and Welsh, into this field in very recent years. A large number of them have had less time to rise in position than those in the other States. The races showing the largest proportions in this group, however, are those from south and east Europe. All of the Montenegrins, 94.2 per cent of the Croatians, 91.5 per cent of the Lithuanians, 83.9 per cent of the Slovenians, 80.4 per cent of the North Italians, 76.2 per cent of the Russians, 67.5 per cent of the Poles, 65.6 per cent of the Finns, 57.1 per cent of the South Italians, and 54.2 per cent of the Slovaks were miners and loaders. Of all the foreign-born, the Canadians alone reported a smaller proportion (37.5 per cent) than did the native-born, as engaged in this underground work.

HOURS AND EARNINGS OF LABOR.

With regard to the regularity of employment, the conditions in Washington vary from mine to mine. For example, at one mine the men were employed on full time during the entire year. At another group of mines, which are not operated for the general market but for the supply of a railroad, the men work approximately three days a week throughout the year. When the reduction of output, incident to the change from a general to a specialized market was made, it was not attempted to reduce the labor supply, but the men were put on half time—those who were not willing to work only half time leaving the mines. At another mine employment is regular except during the winter months, when the force is reduced by "laying off" men by turns. On the other hand, one mine is operated on full time except during the months of June, July, and August, when the men work half time by turns.

At all but two of the mines from which data were obtained, the operators have entered into an agreement with the United Mine Workers of America, by which substantially the same provisions are made with regard to hours of labor and related matters as in northern Colorado and Wyoming. The eight-hour day and monthly payments of wages are stipulated. Furthermore, the employers are required to submit a statement of credits and deductions to the men two days before each pay day, in order that delays from necessary corrections may be avoided. At one of the two nonunion mines the eight-hour day is in force. At the other, the miners work on eight-hour shifts, but the company men are required to work from nine to ten hours per day. In general, work is not done on Sundays and legal holidays.

The daily earnings of 2,359 employees are presented in the next table, which shows the percentage of each race reporting 20 or more persons earning each specified amount per day.

TABLE 32.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:								
White	142	0.0	1.4	3.5	15.5	40.1	35.2	4.2
Negro	39	.0	.0	.0	5.1	20.5	74.4	.0
Native-born of foreign father, by country of birth of father:								
England	61	.0	.0	6.6	26.2	50.8	13.1	3.3
Scotland	21	.0	4.8	.0	28.6	47.6	19.0	.0
Wales	38	.0	.0	5.3	10.5	71.1	7.9	5.3
Miscellaneous	55	1.8	3.6	10.9	14.5	47.3	20.0	1.8
Foreign-born, by races:								
Canadian (other than French)	31	.0	.0	3.2	12.9	51.6	29.0	3.2
Croatian	305	.3	.0	.7	.3	2.3	96.4	.0
English	204	.0	2.0	4.4	14.7	22.5	54.9	1.5
Finnish	109	.0	.0	1.8	11.9	20.2	64.2	1.8
German	72	.0	.0	5.5	8.3	19.4	66.7	.0
Italian, North	504	.0	.4	1.8	6.5	23.0	67.3	.8
Italian, South	39	.0	.0	12.8	23.1	15.4	48.7	.0
Lithuanian	54	.0	.0	.0	7.4	20.4	72.2	.0
Montenegrin	129	.0	.0	.0	.0	5.4	94.6	.0
Polish	80	1.3	1.3	7.5	6.3	15.0	65.0	3.8
Russian	38	.0	.0	2.6	10.5	10.5	76.3	.0
Scotch	36	.0	5.6	2.8	16.7	36.1	36.1	2.8
Slovak	23	4.3	.0	4.3	17.4	21.7	47.8	4.3
Slovenian	134	.0	1.5	.7	14.9	14.9	65.7	2.2
Welsh	86	.0	.0	3.5	12.8	48.8	25.6	9.3
Miscellaneous[a]	122	.0	.8	5.7	12.3	20.5	60.7	.0
Austrian (race not specified)	37	.0	.0	5.4	10.8	13.5	64.9	5.4
Grand total	2,359	.2	.7	3.0	9.7	22.4	62.3	1.7
Total native-born of foreign father	175	.6	1.7	6.9	19.4	53.7	14.9	2.9
Total native-born	356	.3	1.4	4.8	16.3	44.7	29.5	3.1
Total foreign-born	2,003	.1	.6	2.7	8.5	18.5	68.1	1.4

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[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Includes races reporting less than 20.

Only 1.7 per cent of the total number of employees reporting data earned $4 or over per day. A considerably larger proportion of native-born than of foreign-born reported earnings of $4 or over—3.1 per cent of the former as against 1.4 per cent of the latter. Among the native-born 4.2 per cent of the native whites born of native father as opposed to 2.9 per cent of the natives born of foreign father were reported in the highest earnings group. No negroes earned $4 or over per day. Of the natives born of foreign father, 5.3 per cent of the Welsh and 3.3 per cent of the English were in this highest earnings group. Five foreign races were reported as earning $4 or over per day in larger proportions than were the native-born. These were, Welsh 9.3 per cent, Austrian (race not specified) 5.4 per cent, Slovak 4.3 per cent, Polish 3.8 per cent, and Canadian (other than French) 3.2 per cent. Races reporting a smaller percentage than natives were Scotch, Slovenian, Finnish, English, and North Italian. No Croatians, Germans, South Italians, Lithuanians, Montenegrins, or Russians reporting data earned as much as $4 per day.

Although a smaller percentage of the foreign-born earned $4 or over than did the native-born, 86.6 per cent of the former as opposed to 74.5 per cent of the latter earned between $3 and $4 per day. In fact, the daily earnings of 84.7 per cent of all employees reported were between $3 and $4. Miners and loaders in general fall within this group, as do the majority of the general laborers. Those who earned less than $3 per day were chiefly miners whose lack of experience make their work unremunerative, and company men holding positions of minor importance and responsibility as general laborers, such as "trapper," "greaser," "hoist boy," "blacksmith's helper," "parting boy," etc. Of the men native-born of native father, 75.3 per cent of the whites and 94.9 per cent of the negroes earned between $3 and $4 per day, as opposed to 68.6 per cent of the men native-born of foreign father. Of the foreign-born, all of the Montenegrins, 98.7 per cent of the Croatians, 92.6 per cent of the Lithuanians, 90.3 per cent of the North Italians, 86.8 per cent of the Russians, 86.1 per cent of the Germans, 84.4 per cent of the Finns, 80.8 per cent of the Slovenians, 80.6 per cent of the Canadians (other than French), 80 per cent of the Poles, 78.4 per cent of the Austrians (race not specified), and 77.4 per cent of the English earned between $3 and $4 per day. The only races reporting a smaller percentage in this group than the native-born were the Welsh, with 74.4 per cent, and the South Italian, with 64.1 per cent.

Relatively more native-born than foreign-born employees earned between $2 and $3, the percentage being 21.1 for the former and 11.7 for the latter. This difference may be partially explained by the fact that the group of native-born includes 175 natives of foreign father, many of whom take up "outside" work as young men at a smaller wage than they earn later as miners or loaders. This explains the fact that 26.3 per cent of the native-born of foreign father earned between $2 and $3 per day, whereas only 19 per cent of those of native father reported similar earnings. The races most conspicuous in this earnings group were South Italian with 35.9 per cent, Slovak with 21.7 per cent, Scotch with 19.5 per cent, and English with 19.1 per cent. All except three of the other races reported a larger proportion earning between $2 and $3 per day than did the native-born. These were the Lithuanian with 7.4 per cent, the Croatian with 1 per cent, and the Montenegrin, none of whose members earned less than $3 per day.

Of the native-born, 1.7 per cent earned less than $2 per day, whereas only 0.9 per cent of the foreign-born were reported as earning less than $2. Seven races of foreign-born reported persons earning less than $2 per day. These were the Scotch, Slovak, Polish, English, Slovenian, North Italian, and Croatian, named in the order of rank.

The daily earnings of 55 employees between 14 and 18 years of age are presented in the table following.

TABLE 33.—*Per cent of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity.*[a]

General nativity.	Number reporting complete data.	Per cent earning each specified amount per day.							
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.
Native-born	27	0.0	3.7	3.7	18.5	33.3	14.8	3.7	22.2
Foreign-born	28	3.6	.0	10.7	10.7	17.9	10.7	7.1	39.3
Grand total	55	1.8	1.8	7.3	14.5	25.5	12.7	5.5	30.9

[a] This table shows wages or earnings for the period indicated but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

None of the employees reported in this table earned as much as $4 per day. However, 46.4 per cent of the foreign-born and 25.9 per cent of the native-born earned between $3 and $4 per day. On the other hand, 48.1 per cent of the native-born, as opposed to 28.6 per cent of the foreign-born, earned between $2 and $3 per day. Of the native-born, 25.9 per cent earned less than $2 per day, while 25 per cent of the foreign-born earned less than that amount. On the whole, then, the earnings of the foreign-born between 14 and 18 years of age were greater than those of the native-born. This fact is due primarily to the fact that foreign-born children of this age are more experienced workmen, having taken up the "heavier" but more remunerative underground work at an earlier age,

As was pointed out in the preceding section, the miners and loaders are largely immigrants, while the bulk of the superintendents, bosses and foremen, and mechanics and engineers, as well as a majority of the general laborers are native-born or immigrants from north Europe. This should be borne in mind in studying the following table, which shows the regularity of work and earnings by occupation groups for the month of January, 1909, at one of the mines investigated. The information was obtained from the pay rolls of the company for that month, but since the data with regard to race were incomplete, no racial comparisons are possible.

TABLE 34.—*Earnings of male employees at one mine during January, 1909, by occupation group.**

Occupation group.	Number reporting complete data.	Number of days worked.	Average number of days worked per man.	Total earnings.	Average earnings per man.	Average daily earnings.
Miner and loader	34	455.50	13.4	$1,826.01	$53.71	$4.01
General laborer	162	3,427.75	21.2	9,598.97	59.25	2.80
Mechanic and engineer	29	768.50	26.2	2,535.01	87.41	3.29
Superintendent, boss, and foreman	16	425.75	26.6	1,580.00	98.75	3.71
Total	241	5,077.50	21.1	15,539.99	64.48	3.06

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The greatest average daily earnings were reported for the miners and loaders. However, this group although earning $4.01 per day, worked on the average only 13.4 days during the month, and their average total earnings amounted to only $53.71. On the other hand, the general laborers, while earning a much smaller daily wage ($2.80), worked, on the average, 21.2 days during the month and their average total earnings were $59.25, or $5.65 greater than those of the miners and loaders. The mechanics and engineers, composed chiefly of natives and north Europeans, worked 26.2 days during the month on the average, at an average daily wage of $3.29. Their average earnings per man for the month were $87.41. The supervisory force also worked practically full time, 26.6 days. They earned an average of $3.71 per day, and their average total earnings were $98.75 during the month. From these facts it is evident that the underground work at which the majority of immigrants, especially those of the more recent type, are employed, makes possible the greatest daily wage earnings, but is so irregular as to make the total monthly earnings of this group considerably less than those of the other occupation groups. Furthermore the deductions made for miners' supplies (powder, etc.) must be considered with regard to the daily and monthly earnings of miners. These usually amount to $2 or less per month. The general laborers, comprising most of the immigrants other than miners and loaders, and also a large number of natives, were employed more regularly and earned a greater amount during the month. In the higher occupation groups the work was regular, and although in each case the daily earnings were less than those for miners and loaders, the monthly earnings were much larger. On the whole, the more recent immigrants were employed at irregular work which was on a piece basis and made high earnings possible, but at which only small monthly earnings were actually realized.

These variations in earnings of labor and the occupational distribution are due, moreover, in some measure to difference in ages. The miners and loaders are for the most part comparatively young men who see in the high wages obtainable for the "heavy" underground work and in the irregularity of the work offered an opportunity to earn a fair amount and still have considerable time free, or in times of more regular employment, to make a "stake." Many of the general laborers, on the other hand, are older men who for various reasons have left the underground work for lighter work as "company men."

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Most of the companies operating the mines investigated in Washington own houses which they rent to the employees for $5 or $6 per month. The houses are poorly constructed and are not kept in good repair. As a rule the men are permitted to build houses on company land, paying $1 per month as ground rent. Water and light are furnished by the companies, the former at $1 per month, and the latter at $0.40 to $0.50 per month per light.

At but one mine are boarding and lodging furnished by the company. At this place $25 to $30 per month is charged at the company hotel for comparatively good accommodations. At another mine members of the office force are provided with lodging in a company building at reasonable rates. The men are not obliged to live there, but all do so because of the conveniences offered.

Stores are conducted by the companies at all of the mines investigated. The stock of general merchandise carried is of good quality and is usually sold at reasonable rates. Wages are paid to the men monthly at all but one of the mines, where semimonthly payments prevail. Payments are made in cash or by a check redeemable without discount. However, coupons, or orders on the company stores are issued between the regular pay days by some companies if desired by the men. This "scrip" system is not present, however, in aggravated form. In no case is patronage of company stores compulsory, but in a few instances it is so in effect because of the absence of other stores within reasonable distances. At some places the store business is almost an absolute monopoly. At one mine the company store is reported to be the most profitable part of the business.

An examination of the pay rolls of one of the larger companies shows that the company stores are well patronized by the men.

Deductions from the credits of employees for store accounts amount on the average to approximately one-third of their earnings. Other deductions made are for coal, rent, electric lights, medical aid, union dues, and for Young Men's Christian Association dues. In most cases where deductions are made for rent they amount to $1—or ground rent on land leased to employees for building purposes. The deductions in the union mines for union dues are $1 per month. Very few deductions for the Young Men's Christian Association were made, amounting to $1 in each case. They were made as an accommodation to the secretary in the work of collecting dues. At another mine where 241 men are employed the deductions amounted to 24.7 per cent of the total earnings. Of this, $2,389.95, or 15.4 per cent of the total earnings, went to settle store accounts. A considerable amount ($197.85) was deducted for accounts at the "canteen" conducted by the company. The average deduction for store bills was $9.92 per man, and for canteen accounts $0.82 per man. Other deductions were made for rent, hospital dues, coal, and miners's supplies.

This field is partially organized in district 10 of the United Mine Workers of America, which has a definite agreement with two of the larger companies.[a] Provision is made for a specified rate of pay, a pit committee is given authority with reference to settling disputes between employees and foremen, and a checkweighman is arranged for where the tonnage of the miners is weighed on scales.

At one of the mines where no union organization exists, a rate of $1 per car (about 1 ton) is paid for mining. When extraordinary difficulties are encountered in getting out the coal, the assistant superintendent is authorized to apply a higher rate so as to equalize the rate of pay for all the men.

WELFARE WORK.

With regard to medical and hospital service, little of the "paternal" attitude is shown by the operators. In most cases they have almost no voice in the management of these matters. Three systems prevail where the workmen are in control. In some cases the men manage their medical service entirely independently. In others a hospital board is formed of two men appointed by the operators and three elected by the men. The arrangement at most of the mines investigated consists of a board of directors of eleven, only one of whom is appointed by the mine officials of the company controlling the group of mines.[b] Under the first two systems all employees are required to pay $1 per month into the hospital fund. This entitles them and their families to the service of doctors who live at the mine, in diseases other than venereal and cases of confinement, and to hospital treatment when it is required. The limit of the service is the recovery or death of the sick or injured persons. Under the last-named system the assessment is $1.25 per month for all adults and minors earning more than $2 per day, and $0.75 per month for all persons earning less than $2 per day. The service furnished is in most points the same as in the other cases. The one difference is that the time limit of treatment is six months instead of being unlimited, as in the other cases. The board of directors, however, usually makes arrangements for the care of employees beyond this limit, with charitable organizations and other institutions, when such protracted cases occur.

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[a] See agreement United Mine Workers of America with the coal department of the Northwestern Improvement Company and the Pacific Coast Coal Company of Washington.

[b] See constitution and by-laws of the Roslyn-Cleaburn Beneficial Association.

At one mine, however, the medical and hospital service is entirely managed by the company. No provision is made for sickness, but deductions of $1 per month are made from the earnings of each workman for care in case of accident. In such cases the injured men are entitled to adequate care until their recovery. Besides this arrangement, a system of accident insurance is provided. The company deducts $0.50 per month from the earnings of the men and adds to the money so collected $0.005 for every ton of coal mined. The combined funds are used to pay accident benefits. Injured men receive $1 per day during their disability, provided that such disability does not continue longer than six months. At another mine the men themselves conduct a benefit insurance, the dues and benefits being the same as those mentioned, with an additional provision of $100 for funeral expenses in case of death.

Attempts at welfare work as such in this field are not extensive. At one mine the company operates a "canteen," modeled to a certain extent on the army system, and devotes the profits to welfare work. A school has been erected, at a cost of $6,000, and equipped with a corps of four teachers. A public library and an entertainment hall are provided. The "canteen" fund is also used as a "charity" fund for the relief of worthy cases of distress. The only other work of this nature reported is the aid furnished to the Young Men's Christian Association by one company. A building was erected and partially equipped, and the salary of the association secretary is paid by the company. A building for a library has also been erected. For the most part, however, little interest in the welfare of the men is shown by the employers in these localities.

OTHER CONDITIONS OF EMPLOYMENT.

Sanitary conditions were reported as satisfactory in all of the mines investigated, and no influence on such conditions was attributed to the introduction of immigrant labor. However, the dangers from falling roofs, explosions of gas and powder, and accidents in transportation, which attend all bituminous coal mining, are present in this State to a somewhat greater extent than in Colorado. In 1908 one life was lost for every 120,998 tons of coal mined in this State, whereas the ratio for Colorado was one to 157,950 tons.[a] In that year 25 men were killed and 79 were injured by accidents in the coal mines of Washington. Of these, 1 death and 16 injuries were due to explosions of gas or powder, 12 deaths and 19 injuries to falls of roof or coal, and the remainder to miscellaneous causes. That such disasters are due in some measure to the employment of non-English-speaking races, whose members tend to be careless and neglectful in their work or do not understand instructions, seems evident. The following statement shows the fatalities in the State by years:

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[a] "The production of coal in 1908," from Mineral Resources of the United States, 1908, U. S. Geological Survey, p. 55.

Year.	Number of fatalities.	Tons mined per 1 man killed.	Year.	Number of fatalities.	Tons mined per 1 man killed.
1896	8	149,438	1903	25	127,731
1897	7	204,873	1904	31	101,215
1898	9	231,619	1905	13	220,379
1899	45	45,108	1906	22	148,917
1900	33	74,972	1907	36	102,237
1901	27	95,489	1908	25	120,998
1902	34	78,859			

It is noticeable that the most fatalities in proportion to the output occurred in 1899, 1900, 1901, and 1902, when the south and east Europeans were entering this field in large numbers, and that the numbers killed each year since that time have been relatively large in comparison with the records of other western coal fields.

RELATIONS BETWEEN THE RACES EMPLOYED.

No absolute segregation of races at work or in the homes is attempted by the operators. In fact, at most of the mines the avowed policy is to "mix" the races as much as possible at work, in order to avoid the trouble that often arises when a number of the same race are thrown together. On the other hand, at one mine the men are put into racial groups whenever possible, because it is felt that they can warn each other better in case of danger, as well as facilitate the work by explaining the methods to new immigrants of the same race. In the matter of housing, boarding, and lodging the same general relations exist as were noted in the chapters on Colorado. The natives and north Europeans live and associate freely with each other, but avoid the south and east Europeans in so far as possible. The south and east Europeans, on the other hand, avoid the former class, but do not associate freely among themselves. They colonize along racial lines whenever possible.[a] All races look down on the Montenegrins, who are social outcasts. Frequent outbreaks have occurred between these people and the Croatians.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

In general, natives and English-speaking immigrants are preferred for all branches of work. After these, other north European races, especially Germans and Finns, are regarded as most satisfactory. One employer, however, while preferring natives and north Europeans for all lines of work, stated that these races were not available as miners and general laborers. His preference among other classes was for the Slavic races. At one mine the employer said that, as miners and general laborers, he had no preference between natives, English, Scotch, Welsh, North Italians, Lithuanians, and Slovenians. Opinions of the second generation of immigrants were based largely on acquaintance with the children of north Europeans. The testimony was that those of this class were indistinguishable from native stock, unless it were through the display of greater progressiveness and more mechanical ability. The few descendants of south Europeans with whom informants had had dealings were said to be more progressive than their parents and more efficient workers, because of their better education and knowledge of the English language.

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[a] Two general classes are found opposed to each other in this district. On the one hand the "white men" comprise the natives and north European immigrants, while all of the south and east Europeans are colloquially known as "Dingbats."

CHAPTER VII.

SUMMARY.

[For General Tables see pp. 681 to 691.]

INTRODUCTION.

The data presented in the preceding chapters have been treated primarily with reference to local conditions in the respective districts. In this chapter they are combined so as to give a more general view of the situation. The data include individual reports from 7,247 employees, among whom 43 foreign races were represented. The investigation covered 37 mines and affiliated coke plants located in Colorado, Wyoming, and Washington. Since the material relating to the mines in New Mexico, presented in Chapter IV, was based upon pay rolls instead of the uniform individual schedules used in the other States, it is impossible to include the wage-earners reported there in the tables of this summary. However, as noted earlier in this report, the situation in New Mexico is essentially the same as that in southern Colorado. On the whole, however, those establishments from which data were secured are typical of the industry in the Western States, and cover those districts which are most important, from the point of view of output and as a field for the employment of labor. Some material was secured from the mines in Utah, but as no individual data or pay rolls suitable for tabulation were secured, a separate presentation covering the situation in that State is not justified. However, some information was gathered with regard to the general condition of mining in the State and to the racial complexion of the labor supply. From the data gathered by the State coal-mine inspector the following table of races employed is compiled:

TABLE 35.—*Male employees in the mines in Utah in 1905, 1906, 1907, and 1908, by race.*

Race.	Number at close of—				Per cent of total in 1908.
	1905.[a]	1906.[a]	1907.	1908.	
American[b]	879	732	1,032	753	28.1
Chinese		1	1	2	.1
Finnish	157	82	144	188	7.0
French	16	13	20	41	1.5
German	54	34	48	33	1.2
Greek	111	155	614	739	27.5
Italian	171	226	429	388	14.5
Japanese	46	32	56	114	4.3
Mexican	2				
Negro	14	1	8	4	.1
Swedish	7	4	23		
Austrian (race not specified)	263	288	392	418	15.6
Miscellaneous			11		
Total	[c]1,720	[c]1,568	[c]2,778	[c]2,680	100.0

[a] Includes data for the two largest companies only.
[b] Includes natives and immigrants from north Europe other than Germany and France.
[c] Based on pay rolls in the spring months when work is heaviest, and not on the average number of men employed, for which see Chapter I, Table 3, p. 228.

In the foregoing table the data for 1905 and 1906 covers the mines of two large companies. The data for the other years is complete for the State. Since the data are based on pay rolls for the busiest months, they are somewhat larger than those for the average number of men employed. The total number of employees increased from 1,720 in 1905 to 2,680 in 1908. The Austrian races have increased from 263 in 1905 to 418 in 1908. Many Greeks have entered the State during these years, their numbers increasing from 111 in 1905 to 739 in 1908. The Japanese also show a remarkable increase—from 46 in 1905 to 114 in 1908. A slightly smaller increase is to be noted for the Italians, who numbered 388 in 1908 as opposed to 171 in 1905. A decrease is shown in the numbers of Americans, Mexicans, Negroes, and Swedes. In 1908 the Americans (including also north European immigrants other than German and French) comprised 28.1 per cent of the total, the Greeks 27.5 per cent, the Austrian races 15.6 per cent, and the Italians 14.5 per cent. The remaining 14.1 per cent were composed of Finnish 7 per cent, Japanese 4.3 per cent, French 1.5 per cent, German 1.2 per cent, Chinese 0.1 per cent, and Negroes 0.1 per cent. The fact brought out by these data that the east and south Europeans composed 64.6 per cent of the total labor supply, puts the situation in Utah almost on a par with Wyoming with regard to the importance of this racial group. The presence of so large a proportion of Greeks, however, differentiates this locality from all others investigated.

The larger mines of Utah have been operated for about 20 years. Originally Americans, English, Welsh, Irish, Scotch, and Swedes composed the labor supply, but this element has gradually decreased, giving place to the newer type of immigrants from south and east Europe. About 1895 the Italians and members of the various Slavic races began to enter the State in considerable numbers, and about three years later a number of Finns were reported. In 1903 and 1904 the strike which was in progress in Colorado caused a sympathetic strike in Utah. As a result of this there was a considerable racial displacement. Many of the Italians, Finns, and members of the Slavic races lost their places because of the strike, being discharged as trouble makers. These vacancies were filled by Greeks, Japanese, and those natives whom the promise of high wages could induce to leave the farms for work in the mines.

At most of the Utah mines board and lodging is furnished to the men for from $22.50 to $25 per month. Frame houses are rented for $6 to $8 per month, including electric lights. The men are allowed to build on company land, for which they pay a nominal ground rent. Stores are operated by affiliated companies. There is no compulsory patronage, but the isolation of most of the mining communities gives these stores a practical monopoly of the trade. The operators control the medical and hospital service absolutely. One dollar per month for adults and 50 cents per month from boys is deducted for this service, which includes hospital and medical care for all members of the families of employees in all cases of sickness or injury, other than venereal diseases and cases of confinement. The only welfare work attempted in this district has been the construction of a few small libraries and entertainment halls for the use of the men.

Conditions of work in Utah seem to be unusually free from danger of accident. In 1908, for example, only 8 persons were killed and 66 injured, making the number of men killed per 1,000 men employed only 3, and the number of tons of coal mined for every person killed, 230,849.

It is the policy of the more important companies in this State to keep the races "well mixed" at work. They fear trouble when races are allowed to "bunch" at their work.

The preference of the employers is, however, for natives and north Europeans. Failing these, they express little choice between Finns, Italians, Austrians, and Japanese. The Greeks are regarded as the most undesirable race employed.

RACES EMPLOYED.

The coal and coke industry of the West has come to depend very largely upon immigrant labor. In fact, at the mines from which data were secured, 79.4 per cent of all the employees reported were foreign-born. The combined data gathered with regard to the races employed are presented in the three following tables, the first giving the numbers of each race reported from each district and for the entire group, the second the percentages of the total of each race in the various districts, and the third a summary by racial groups.

TABLE 36.—*Total number of male employees for whom information was secured, by mining district and general nativity and race.*

General nativity and race.	Total number.	Northern Colorado.	Southern Colorado.	Wyoming.	Washington.
Native-born of native father:					
White	738	69	438	76	155
Negro	131		82	10	39
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	50	7	10	18	15
Belgium	3		2		1
Canada	10		3	4	3
China	2			2	
Denmark	8		1	4	3
England	171	36	23	45	67
Finland	4			2	2
France	8	1	1	4	2
Germany	56	22	15	6	13
Ireland	51	9	13	14	15
Italy	43	7	25	1	10
Mexico	4		4		
Netherlands	1			1	
Norway	2		1	1	
Russia	8	2	4		2
Scotland	97	7	29	37	24
Sweden	11	2	1	6	2
Switzerland	3				3
Wales	88	10	20	14	44
Africa (country not specified)	1			1	
Total	621	103	152	160	206
Total native-born	1,490	173	672	246	400
Foreign-born, by race:					
Armenian	1		1		
Bohemian and Moravian	55		40	7	8
Bosnian	1		1		
Bulgarian	4	1	3		
Canadian, French	2				2
Canadian, Other	53	3	10	4	36
Chinese	23			23	
Croatian	419		87	54	278
Dalmatian	68		4	49	15
Danish	17	1	1	6	9
Dutch	12			5	7

TABLE 36.—*Total number of male employees for whom information was secured, by mining district and general nativity and race*—Continued.

General nativity and race	Total number.	Northern Colorado.	Southern Colorado.	Wyoming.	Washington.
Foreign-born, by race—Continued.					
English	421	67	38	91	225
Finnish	225	......	......	96	129
French	64	14	9	18	23
German	159	27	33	24	75
Greek	66	19	1	46	......
Herzegovinian	6	......	1	1	4
Irish	36	1	12	14	9
Italian, North	1,183	73	489	96	525
Italian, South	478	63	361	13	41
Italian (not specified)	3	......	3	......	......
Japanese	403	......	66	337	......
Korean	13	......	1	7	5
Lithuanian	65	1	3	6	55
Magyar	80	2	40	35	3
Mexican	41	......	41	......	......
Montenegrin	193	......	27	36	130
Norwegian	14	......	......	4	10
Polish	247	7	127	33	80
Portuguese	1	......	......	......	1
Roumanian	4	......	1	......	3
Russian	64	1	18	4	41
Ruthenian	15	......	6	5	4
Scotch	168	13	35	81	39
Scotch-Irish	1	......	1	......	......
Servian	19	......	6	......	13
Slovak	215	12	75	104	24
Slovenian	482	14	164	169	135
Spanish	6	......	3	2	1
Swedish	55	4	5	29	17
Syrian	2	......	......	......	2
Turkish	1	1	......	......	......
Welsh	216	32	41	24	119
Austrian (race not specified)	143	......	11	82	50
Belgian (race not specified)	3	......	......	......	3
Swiss (race not specified)	1	......	1	......	......
Total foreign-born	5,757	356	1,745	1,505	2,151
Grand total	7,247	528	2,417	1,751	2,551
Total number of foreign races represented	43	20	37	32	35

TABLE 37.—*Male employees for whom information was secured, by general nativity and race: Per cent distribution.*

General nativity and race.	Number.	Per cent of total.	Per cent distribution in each district.			
			Northern Colorado.	Southern Colorado.	Wyoming.	Washington.
Native-born of native father:						
White	738	10.2	13.1	18.1	4.3	6.1
Negro	131	1.8	.0	3.4	(a)	1.5
Native-born of foreign father, by country of birth of father:						
England	171	2.3	6.8	.9	2.6	2.6
Germany	56	.8	4.2	(a)	(a)	(a)
Italy	43	.6	(a)	1.0	(a)	(a)
Scotland	97	1.3	(a)	1.2	2.1	.9
Wales	88	1.2	(a)	.8	(a)	1.7
Miscellaneous	166	2.3	4.0	1.7	3.3	1.9
Foreign-born, by race:						
Bohemian and Moravian	55	.8	.0	1.6	(a)	(a)
Canadian (other than French)	53	.7	(a)	(a)	.0	1.4
Chinese	23	.3	.0	.0	1.3	.0
Crotian	419	5.8	.0	2.4	3.1	12.1
Dalmatian	68	.9	.0	(a)	2.8	.0
English	421	5.8	12.7	1.6	5.2	8.8
Finnish	225	3.1	.0	.0	5.5	5.1
French	64	.9	(a)	(a)	(a)	.9
German	159	2.2	5.1	1.4	1.4	2.9

[a] Number reported less than 20, not computed.

Table 37.—*Male employees for whom information was secured, by general nativity and race: Per cent distribution*—Continued.

General nativity and race.	Number.	Per cent of total.	Per cent distribution in each district.			
			Northern Colorado.	Southern Colorado.	Wyoming.	Washington.
Foreign-born, by race—Continued.						
Greek	66	0.9	(a)	(a)	2.6	0.0
Italian, North	1,183	16.3	12.8	20.3	5.5	20.6
Italian, South	478	6.6	11.9	14.9	(a)	1.6
Japanese	403	5.6	.0	2.7	19.3	.0
Lithuanian	65	.9	(a)	(a)	(a)	2.2
Magyar	89	1.2	(a)	2.0	2.0	(a)
Mexican	41	.6	.0	1.7	.0	.0
Montenegrin	193	2.7	.0	1.1	2.1	5.1
Polish	247	3.4	(a)	5.3	1.9	3.1
Russian	64	.9	(a)	(a)	(a)	1.6
Scotch	168	2.3	(a)	1.4	4.6	1.5
Slovak	215	3.0	(a)	3.1	5.9	.9
Slovenian	482	6.7	(a)	6.6	9.7	5.3
Swedish	55	.8	(a)	(a)	1.7	(a)
Welsh	216	3.0	6.1	1.7	1.3	4.7
Austrian (race not specified)	143	2.0	.0	(a)	4.7	1.9
Miscellaneous	162	2.2	(a)	1.7	2.5	2.4
Grand total	7,247	100.0	100.0	100.0	100.0	100.0
Total native-born of foreign father	621	8.6	10.5	6.1	9.1	8.1
Total native-born	1,490	20.6	32.6	27.8	14.0	15.7
Total foreign-born	5,757	79.4	67.4	72.2	85.9	84.3

a Number reported less than 20, not computed.

Table 38.—*Per cent of male employees for whom information was secured, by general nativity and race group.*

General nativity and race group.	Total number.	Per cent distribution.	Per cent distribution in each district.			
			Northern Colorado.	Southern Colorado.	Wyoming.	Washington.
Foreign-born:						
North European	1,166	16.1	30.1	7.2	16.9	21.0
South European	1,738	24.0	29.4	35.5	9.0	22.3
East European	2,314	31.9	7.0	24.5	38.8	39.3
Miscellaneous	539	7.4	.6	5.0	21.2	1.6
Grand total	7,247	100.0	100.0	100.0	100.0	100.0
Native-born	1,490	20.6	32.6	27.8	14.0	15.7
Total foreign-born	5,757	79.4	67.4	72.2	85.9	84.3

Of the 7,247 employees from whom data were secured, only 1,490, or 20.6 per cent, were native-born. Of these, 738, or 10.2 per cent, were native white born of native father, 131, or 1.8 per cent, were negroes, and the remaining 621, or 8.6 per cent, of the total were native-born of foreign father. The men who were native-born of foreign father were chiefly of north European descent. Of the 8.6 per cent in this group, 5.6 per cent were the offspring of immigrant fathers from Great Britain and Germany.

The foreign-born employees numbered 5,757, or 79.4 per cent of the total. Forty-three races were reported. Of these, 10 were represented by 200 or more persons. These races were the North Italian with 1,183, or 16.3 per cent of the total, the Slovenian with 482, or 6,7 per cent, the South Italian with 478, or 6.6 per cent, the English with 421, or 5.8 per cent, the Croatians with 419, or 5.8 per cent, the Japanese with 403, or 5.6 per cent, the Polish with 247, or 3.4 per cent, the Finnish with 225, or 3.1 per cent, the Welsh with 216, or 3 per cent, and the Slovak with 215, or 3 per cent of the total number.

Three races and a miscellaneous group were represented by more than 100 but less than 200 persons. These were the Montenegrin with 193, or 2.7 per cent of the total, the Scotch with 168, or 2.3 per cent, the German with 159, or 2.2 per cent, and the Austrian (race not specified) with 143, or 2 per cent. Races of which more than 20 but less than 100 were reported are in the order of numerical importance: Magyar, Dalmatian, Greek, Lithuanian, Russian, French, Swedish, Bohemian and Moravian, Canadian (other than French), Mexican, and Chinese. Of the remaining 18 races, 5 reported 1 person only, 7 between 1 and 10, and 6 between 10 and 20 persons.

Taking the foreign-born by racial groups, Table 38 shows that the east Europeans were most numerously represented. Indeed, 2,314, or 31.9 per cent of the total number of employees reported, were of this racial group. South Europeans to the number of 1,738, or 24 per cent of the total, were reported. North Europeans numbered 1,166, or 16.9 per cent, which was somewhat less than the native-born, who composed 20.6 per cent of the total number from whom data were secured.

The distribution of races among the various localities investigated is shown by the data in Table 37. The native-born were employed more largely in northern Colorado than in any other district, 32.6 per cent of the total being of this class. No negroes were employed, and of the 19.5 per cent who were native-born of foreign father 15 per cent were the offspring of north European immigrants. Next in the proportion of native-born employed was southern Colorado, where 27.8 per cent of the total number of employees were native-born, 18.1 per cent white of native father, 3.4 per cent negroes, and only 6.1 per cent native-born of foreign father. In Washington 15.7 per cent of the employees were native-born, 6.1 per cent white of native father, 1.5 per cent negro, and 8.1 per cent native-born of foreign father. Wyoming reported an even smaller percentage of native-born, viz, 14 per cent, of whom only 4.3 per cent were white of native father and 9.1 per cent of foreign father. Only 10 negroes were reported. Among those born of foreign fathers most were of north European descent, but a noticeable number were from the Slavic races. The members of most of the foreign-born races were scattered over the entire field save northern Colorado, where only five races were employed in numbers greater than 20. The North Italians were found in greater proportions in southern Colorado and Washington. Indeed, this race composed 20.6 per cent of the total number of employees in Washington, and 20.3 per cent in southern Colorado, as opposed to 13.8 per cent in northern Colorado and 5.5 per cent in Wyoming. The South Italians, on the other hand, were almost a negligible factor in Washington, where they furnished but 1.6 per cent of the total labor supply. Less than 20 of this race were employed in Wyoming, while in southern Colorado they numbered 14.9 per cent of the total and in northern Colorado 11.9 per cent. The Greeks were most important in Wyoming, where they composed 2.6 per cent of the labor supply. In other districts their numbers were insignificant. The Slovenian was the most numerous east European race reported. It furnished 9.7 per cent of the employees in Wyoming, 6.6 per cent in southern Colorado, 5.3 per cent in Washington, and 14 persons in northern Colorado.

The Croatians were most important in Washington, where they composed 12.1 per cent of the total, as opposed to 3.1 per cent in Wyoming and 2.4 per cent in southern Colorado. Poles numbered 5.3 per cent of those reported from southern Colorado, 3.1 per cent of those from Washington, and 1.9 per cent of those from Wyoming. Finns were employed only in Washington and Wyoming, where they numbered 5.1 and 5.5 per cent, respectively. Slovaks were employed in all four districts, but most largely in Wyoming, where they composed 5.9 per cent of those reported, as opposed to 3.1 per cent in southern Colorado and 0.9 per cent in Washington. Only 12 of this race were employed in northern Colorado. Montenegrins were reported from southern Colorado, Wyoming, and Washington, constituting 1.1, 2.1, and 5.1 per cent of the employees in the three districts, respectively. Magyars, Dalmatians, and Bohemians and Moravians were employed in small proportions in southern Colorado and Wyoming, while as many as 20 Lithuanians and Russians were found in Washington only.

Of the north European races, the English, German, and Welsh were most important in northern Colorado, comprising 12.7, 5.1, and 6.1 per cent, respectively, of the total in that district. These races were also employed in all other districts, but most largely in Washington, where their percentages were 8.8, 2.9, and 4.7. They were least important in southern Colorado. The Scotch and Swedes were a more noticeable element in the labor supply of Wyoming than elsewhere, furnishing 4.6 and 1.7 per cent, respectively, for that State. The Scotch were also employed in appreciable numbers in southern Colorado and Washington. The French numbered more than 20 in Washington only.

Of the foreign races other than Europeans, the Japanese is the most important. This race found employment in southern Colorado and Wyoming, numbering 2.7 per cent in the former and 19.3 per cent in the latter. They were refused employment in northern Colorado and Washington. Chinese were employed only in Wyoming and Mexicans only in southern Colorado.[a] Canadians composed 1.4 per cent of the employees in Washington from whom data were secured, and were also employed in numbers less than 20 in northern and southern Colorado.

As a summary of the racial distribution Table 38 shows the percentage of the total employees furnished in each district by four general racial groups. The north Europeans were most important in northern Colorado, where they numbered 30.1 per cent of the total. Since this group is closely linked with the natives in almost all matters of social life and work, it is well to group them together for comparison with the south and east Europeans and other races, who compose the class to which these are in general opposed. In northern Colorado the natives and north Europeans numbered 62.7 per cent of the total number reported, as opposed to 37 per cent for the south and east Europeans and other races. In Washington the former group comprised 36.7 per cent as against 63.2 per cent for the latter group. Southern Colorado showed an even smaller percentage of natives and north Europeans, 35 per cent, as opposed to 65 of the other group. In Wyoming, however, only 14 per cent were native-born and 16.9 per cent North Europeans, or 30.9 per cent of this group, as conpared with 69 per cent of the other. The south Europeans were reported in greater proportions from both sections of Colorado, while the east Europeans were employed most largely in Wyoming and Washington.

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[a] Data from New Mexico, which includes Mexicans, are not introduced in this summary. (See Ch. IV.)

RACE CHANGES.

The racial distribution indicated in the preceding section is the result of a long series of race changes, varying from district to district and from mine to mine, according to local conditions. The purely local changes have been dealt with in earlier chapters. However, some comment is necessary with regard to the general trend. With the exception of Wyoming, where the Chinese who had been employed as construction laborers on the Union Pacific Railroad composed the early supply of mine labor, the mines of the West were first operated largely by natives and north Europeans, and especially immigrants from the British Isles. As the industry developed, however, more men were needed and were secured from the most available sources. Furthermore, the mine laborers of the older type were progressive. Many of them left mining for agricultural or more profitable industrial pursuits. When the anti-Chinese agitation caused most of that race to leave Wyoming, their places had to be filled. Moreover, a number of strikes in various localities have caused a displacement of races. Thus throughout the development of the industry there has been a constant shifting of races.

The vacancies resulting from these causes have been filled chiefly by men applying at the mines. These have come to be more and more from south and east European countries. Many of this newer type of immigrants have found their way west as members of construction gangs, or as section hands on the railroads, leaving this work when they reached the Rocky Mountain States. Many of the Japanese came from the railroad gangs of the Northwest into the more remunerative work of the mines. In times of strike or of general scarcity of labor, however, more direct methods have been used to secure immigrants. Agents have been sent abroad and to the eastern coal fields to interest workmen in the higher earnings of the western field. Advertising in the newspapers of the various races in New York and elsewhere has also been resorted to. All of these factors have worked together to bring about a steady increase of the south and east European element and the decrease of the natives and north European until the former classes now predominate at most of the mines.

In accounting for the racial distribution, some note must be taken of climatic conditions. Races accustomed to more rigorous climates tend to drift to the northwest, while those who come from the shores of the Mediterranean and other semitropical countries are apt to move southward when changes are necessary. Thus we find Finns, Norwegians, Swedes, Russians, and Danes located in larger numbers in Washington than in other localities, whereas the greater part of the South Italians and Greeks were found in Colorado, Wyoming, and New Mexico. Furthermore, the Mexicans were employed only in southern Colorado and New Mexico of the States investigated. These States are not far from Mexico and the climate is not too cold in winter.

OCCUPATIONS OF THE RACES NOW EMPLOYED.

The combination of the data with regard to occupational distribution reveals some interesting contrasts. These data are presented in the following table:

TABLE 39.—*Per cent of male employees in each specified occupation group, in the States of Colorado, Wyoming, and Washington, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Per cent in each specified occupation group.			
		Miners and loaders.	General laborers.	Mechanics and engineers.	Superintendents, bosses, and foremen.
Native-born of native father:					
White	656	37.2	41.0	16.1	5.6
Negro	89	67.4	31.5	1.1	.0
Native-born of foreign father, by country of birth of father:					
Austria-Hungary	26	61.5	38.5	.0	.0
England	177	31.0	51.4	14.1	3.4
Germany	62	32.3	41.9	22.6	3.2
Ireland	61	41.0	37.7	6.6	14.7
Italy	31	64.5	35.5	.0	.0
Scotland	87	32.2	47.1	14.9	5.7
Wales	88	26.4	44.3	15.9	3.4
Miscellaneous[a]	66	37.9	42.4	15.2	4.5
Foreign-born, by race:					
Bohemian and Moravian	34	88.2	5.9	5.9	.0
Canadian (other than French)	48	27.1	39.6	20.8	10.4
Chinese	25	92.0	8.0	.0	.0
Croatian	384	88.3	10.7	1.0	.0
Dalmatian	67	80.6	16.4	1.5	1.5
English	452	52.0	33.4	6.8	7.7
Finnish	228	65.4	32.4	2.2	.0
French	79	88.6	8.9	2.5	.0
German	164	75.0	15.2	8.5	1.2
Greek	76	64.5	35.5	.0	.0
Hervat	31	51.6	48.4	.0	.0
Irish	37	45.9	45.9	5.4	2.7
Italian, North	1,034	85.5	13.1	1.3	.1
Italian, South	270	66.7	30.7	2.2	.4
Japanese	342	93.0	5.0	1.5	.6
Lithuanian	65	92.3	7.7	.0	.0
Magyar	64	73.4	26.6	.0	.0
Mexican	116	50.9	42.2	6.0	.9
Montenegrin	195	89.7	10.3	.0	.0
Polish	233	79.0	19.7	.9	.5
Russian	57	77.2	22.8	.0	.0
Scotch	165	44.2	39.4	7.9	8.5
Slovak	198	64.6	29.8	5.1	.5
Slovenian	370	82.2	12.7	5.1	.0
Swedish	56	26.8	53.6	16.1	3.6
Welsh	220	57.3	23.2	10.0	9.5
Miscellaneous[a]	335	66.3	28.6	4.5	.6
Grand total	6,688	66.7	25.1	5.9	2.3
Total native-born of foreign father	598	37.0	45.0	13.4	4.7
Total native-born	1,343	39.1	40.5	15.6	4.8
Total foreign-born	5,345	73.6	21.2	3.5	1.7

[a] Includes races reporting less than 20.

Greater proportions of the native-born were employed in the higher occupation groups than of the foreign-born. Indeed, 4.8 per cent of the native-born as opposed to 1.7 per cent of the foreign-born were superintendents, bosses, or foremen. Among the native-born, those of Irish fathers showed the greatest proportion in this group, namely, 14.7 per cent. Those of Scotch fathers were next in this regard with 5.7 per cent, while 5.6 per cent of the whites born of native parents were reported in this occupation group. Natives born of fathers of other races were represented in these occupations in smaller proportion than the native whites. No negroes nor any from the second generation of Italians or the Slavic races had risen to supervisory positions. Among the foreign-born 14 races were reported in the supervisory occupation group. Of these, 6 were north Europeans, 2 south Europeans, 3 east Europeans, and 3 of other races. The Canadians reported 10.4 per cent of their number as superintendents, bosses, or foremen. Other races whose representation in this group was large are the Welsh, with 9.5 per cent, the Scotch, with 8.5 per cent, and the English with 7.7 per cent. The Swedes and the Irish rank next with 3.6 and 2.7, respectively. The other races, members of which were employed in these capacities, were the Dalmatian, with 1.5 per cent, the German, with 1.2 per cent, the Mexican, with 0.9 per cent, the Polish, with 0.5 per cent, the Slovak, with 0.5 per cent, the South Italian, with 0.4 per cent, and the North Italian, with 0.1 per cent, respectively. These data show that natives and English-speaking immigrants form the chief supply of superintendents, bosses, and foremen, while of the non-English-speaking races those of north Europe have been most frequently drawn upon.

An even stronger contrast is shown between the natives and foreign-born with regard to their employment as mechanics and engineers. Of the native-born 15.6 per cent were employed in these capacities, whereas only 3.5 per cent of the foreign-born found similar employment. The second generation of Germans, with 22.6 per cent, thus employed, is noteworthy. Of the native-born whites 16.1 per cent were in this group, as were 15.9 per cent of those who were native-born of Welsh fathers. The representation of all the other race groups native-born of foreign father was less than the average for all native-born. Only 1.1 per cent of the negroes occupied mechanical or engineering positions. As was true with regard to the supervisory force, the Canadians show the greatest proportions in this group of all the foreign-born. Indeed, 20.8 per cent of that race group were mechanics or engineers, as were 16.1 per cent of the Swedes. All other races reported fewer in this group in proportion to their numbers than did the native-born. Those with the greatest percentages are the Welsh with 10 per cent, the German with 8.5, the Scotch with 7.9, the English with 6.8, the Mexican with 6, the Bohemian and Moravian with 5.9, and the Irish with 5.4 per cent, respectively. Other races were represented in smaller proportions except the Greek, Hervat, Lithuanian, Magyar, Montenegrin, and Russian, none of whom were reported in this group. To summarize, the mechanics and engineers of the western coal fields are chiefly native-born of native and north European fathers and immigrants from north European countries. However, the east Europeans who have been in America longest, such as the Slovaks and Slovenians, have found some place in occupations included in this group.

As general laborers also, a larger proportion of the native-born were employed than of the foreign-born, the percentages being 40.5 and 21.2, respectively. Of the native-born, 51.4 per cent of those born of English fathers, 47.1 per cent of those of Scotch fathers, 44.3 per cent of those of Welsh fathers, 41.9 per cent of those of German fathers, and 41 per cent of those of native fathers were general laborers. Other groups of natives ranged below the average for all native-born, the lowest being the negroes, of whom 31.5 per cent were employed in this group. Among the foreign-born, 4 races reported a greater percentage of general laborers than did the native-born. These were the Swedish with 53.6, the Hervat with 48.4, the Irish with 45.9, and the Mexican with 42.2 per cent, respectively. Ten races reported proportions varying from 20 to 40 per cent, while 12 reported less than 20 per cent as general laborers. Those represented by the least relative numbers were Japanese with 5 per cent, the Bohemian and Moravian with 5.9 per cent, the Lithuanians with 7.7 per cent, the Chinese with 8 per cent, the French with 8.9 per cent, the Montenegrins with 10.3 per cent, and the Croatians with 10.7 per cent. A greater proportion of the foreign-born were employed as general laborers than as mechanics, engineers, foremen, and superintendents, but the proportion of the native-born was still considerably larger.

As miners and loaders the foreign-born reported 73.6 per cent as opposed to 39.1 per cent of the native-born. In this group the natives born of fathers from Austria, Italy, and Ireland were found in proportions above the average for native-born. The negroes reported 67.4 per cent as miners and loaders as opposed to only 37.2 per cent of the native whites born of native father. Children of north European fathers other than Irish were represented in smaller proportions than the average. Of course, those races which reported few in the other occupation groups were most largely employed at the underground work. Indeed, 11 races reported more than 80 per cent as miners or loaders. Three races—Chinese, Japanese, and Lithuanians—reported more than 90 per cent in this group, while the other 8 were as follows: Montenegrin 89.7 per cent, French 88.6 per cent, Croatian 88.3 per cent, Bohemian and Moravian 88.2 per cent, North Italian 85.5 per cent, Slovenian 82.2 per cent, and Dalmatian 80.6 per cent. Only 8 races among the foreign-born reported less than 60 per cent of their numbers as miners and loaders. These were the Welsh with 57.3 per cent, the Hervat with 51.6 per cent, the English with 52 per cent, the Mexican with 50.9 per cent, the Irish with 45.9 per cent, the Scotch with 44.2 per cent, the Canadian with 27.1 per cent, and the Swedish with 26.8 per cent.

It is clear from these data that the immigrants, especially those of the more recent type, are employed most largely as miners and loaders, or, in other words, at underground work. A considerable number find employment as general laborers, but in this as in the two higher groups the natives and immigrants of the older type from north Europe predominate. This occupational distribution is attributable to a variety of causes. As pointed out in the preceding chapters, the work of mining and loading, while offering higher daily earnings, is so irregular as to make the monthly earnings less than those of "company men" who work fairly regular time at a smaller wage. Furthermore, the work is more disagreeable and more dangerous, and many men of the more settled type would prefer to work "outside" even if the remuneration were somewhat less in the long run. Again, many men, who, because of ill health or injuries, are unable to do underground work, are given places as "company men." Furthermore, children of employees are often employed as general laborers before they take up the "heavy" underground work. Finally, the term "general laborers," as used in this report, includes a number of semi-skilled positions, such as "blacksmith's helper," "carpenter's helper," etc., which attract young men of the more ambitious type because of the opportunities to rise which are offered by these occupations. These conditions combine to make the field of general labor somewhat more attractive than the underground work, which has been left more and more to the newest of immigrants, who are usually the lowest in the scale of general efficiency. The Mexicans, however, will not work underground if they can avoid it. They will do the more disagreeable parts of the outside work rather than work underground for higher wages.

In general, little occupational advance has been made by the south and east European races. However, a noticeable number of Slovaks, Slovenians, and Italians have become skilled laborers, and some few of these races have risen to supervisory positions. The higher type of work is still done chiefly by natives and immigrants from northern European countries who have the advantage due to their longer experience and to their more respected position in the community. Even those who were native-born of foreign Slavic or Italian immigrant fathers are often classed with their parents as immigrants, and less progress is noticeable among them than among those of north European descent.

HOURS AND EARNINGS OF LABOR.

In general the coal and coke industry in the West offers fairly regular work for about eight months of the year, and very irregular employment for the remainder of the time. The "slack times" vary from locality to locality, with the peculiar market conditions. At a few mines these months of partial idleness come during the winter, but in most cases they fall in the late spring and early summer. At such times men are either employed for part days, the entire force being kept on the pay rolls, or "laid off" on the basis of efficiency. The latter method is usually applied to day laborers or "company men," and the former to the miners and loaders who work on a piece basis.

The table following shows the average number of days the mines were in operation and the average number of employees in the States considered in this report, for 1908.

TABLE 40.—*Average number of employees and number of days the mines were in operation, in States indicated.*

State.	Average number of employees.	Average number of days mines were in operation.
Colorado	14,523	212
New Mexico	3,445	197
Utah	2,664	227
Washington	5,404	202
Wyoming	6,915	217

a The production of coal in 1908, from Mineral Resources of the United States 1908, U. S. Geological Survey, pp. 101-195.

The men in these States worked in 1908 something over two hundred days in the year. The greatest irregularity was noticeable in New Mexico and Washington, while the least irregularity was shown by the mines of Utah. These data, however, do not take into consideration part-days lost, so that irregularity of employment, especially of miners and loaders, must be regarded as greater than indicated by the table.

The length of the working day is eight hours wherever the United Mine Workers of America are recognized and have an agreement with the operators. These arrangements cover the entire working force save the office employees, store clerks, superintendents, and other supervisory officials. Provision is made for a definite scale of wages for "company men," and for specified rates based on local conditions for piecework. Agreements between the United Mine Workers and the operators are found in northern Colorado, Wyoming, and part of Washington. Where the field is not unionized, as is the case in New Mexico and southern Colorado, the hours of labor vary from eight to eleven per day. Miners and loaders often work eight hours, while "company men" employed at the same place, are required to work longer. The rates paid for piecework are determined by the operators in the nonunion mines.

The data wit regard to the earnings of labor as presented in the earlier chapters of this report were useful primarily to bring out the purely local conditions of employment and the relative efficiency of the various races employed. For the purposes of this chapter the totals for each State are presented in the table following.

TABLE 41.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by mining districts.**

District.	Number reporting complete data.	Per cent earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Northern Colorado	510	2.2	3.7	0.3	8.4	2.9	2.1	5.9	63.5	9.4	1.6
Southern Colorado	2,242	1.2	1.7	1.2	6.5	11.9	20.7	26.1	24.8	3.8	2.0
Wyoming	1,703	.0	.0	.0	.4	1.0	5.6	22.7	50.1	9.6	10.5
Washington	2,159	.0	.0	.0	.2	.7	2.0	9.7	22.4	62.8	1.7
Total	6,614	.6	.9	.4	2.8	4.7	9.6	18.1	33.2	25.0	4.0

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Almost two-thirds of the mine employees of the entire western field earned more than $3 per day at work. In fact, 4 per cent earned $4 or over, while 26 per cent earned between $3.50 and $4, and 33.2 per cent between $3 and $3.50 per day. Furthermore, 27.6 per cent earned between $2 and $3, leaving only 9.3 per cent earning less than $2 per day. Of these 9.3 per cent, 7.5 per cent earned between $1.50 and $2, and the remaining 1.8 per cent less than $1.50 per day. The earnings were decidedly higher in those districts where the union is recognized. In southern Colorado, the only absolutely nonunion district included in the table, only 30.6 per cent of the employees earned $3 or more per day, while 74.5 per cent of those in northern Colorado, 70.2 per cent of those n Wyoming, and 86.4 per cent of those in Washington earned $3 or over per day. Indeed, only 5.8 per cent of the employees of southern Colorado earned $3.50 or over, as opposed to 11 per cent in northern Colorado, 20.1 per cent in Wyoming, and 64 per cent in Washington. On the other hand, 46.8 per cent of the mine workers in southern Colorado from whom data were secured, earned between $2 and $3 per day. The union districts reported far smaller proportions in this group, 9 per cent for northern Colorado, 28.3 per cent for Wyoming, and 12.7 for Washington. Southern Colorado also reported the greatest percentage earning under $2 per day—22.6 per cent as opposed to 16.4 per cent for northern Colorado, 1.4 per cent for Wyoming, and 0.9 per cent for Washington.

ECONOMIC RELATIONS BETWEEN EMPLOYERS AND EMPLOYEES.

Company stores are found at most of the mines. The "scrip" system of wage payments on other than the regular pay days prevails in some localities. However, it is not so used as to be oppressive. In general the stores are adequately stocked and usually offer their merchandise at rates fully as reasonable as those of competing stores. In no instance is patronage officially compulsory, but in a number of cases the absence of other stores within a reasonable distance creates a practical monopoly.

Wherever the union is firmly established, every precaution is taken to secure for the men the just measurement of the product of their labor. A check weighman is installed and paid by deductions from the earnings of the men. It is his duty to verify the amounts accredited to each workman at the scales where the coal is weighed. This concession has not been granted to the miners working in nonunion mines.

Board and lodging are furnished some of the employees at about one-half of the mines investigated by the agents of the Commission. Rates were reasonable in every case and the food furnished was substantial. Houses, usually frame structures of from 2 to 6 rooms, are rented to the men by the operators at the majority of the mines. The more usual rental is $2 per room per month. Charges for water service vary from $1 to $2 per month, and where electric lighting has been provided a charge of from $1 to $2 is exacted. In most cases men are allowed to build their own houses on company land by leasing lots for a ground rent of $1 per month.

In every district save northern Colorado and a portion of Washington, the companies have a more or less direct connection with the hospital and medical service. This interest varies from the paternal control exercised by an extensive corporation in southern Colorado[a] to the system in vogue in parts of Washington, where but one member of a "hospital commission" is a representative of the operators. The assessment for the hospital fund varies from $0.50 to $1.50 per month and in general entitles the workman and his family to medical aid free and the workmen to free hospital service in case of injury. In one or two cases free hospital service is extended to the families of the men, but in the majority of the cases they are charged for such services at rates approaching actual cost.

With regard to welfare work, the attitude of the operators varies. In southern Colorado, the Colorado Fuel and Iron Company conducts a sociological department which carries on an extensive campaign of education and general welfare work among its employees. In the other States, however, little effort in this direction has been made. Often circulating libraries have been established, and aid given the public school authorities in enlarging the school facilities to meet the needs of the mining population. At several of the mines entertainment halls have been erected, and in two instances assistance given to the Young Men's Christian Association. With the exception of the southern Colorado field, however, this work is not extensively engaged in, and lacks systematic management. In Wyoming and Washington almost nothing of this nature has been attempted.

OTHER CONDITIONS OF EMPLOYMENT.

Sanitary conditions in the mines were reported as being good throughout the entire western field. The State coal mining inspectors make frequent visits, and many precautions are taken to avoid accidents. However, a high death rate is reported from Wyoming, New Mexico, and Washington. Conditions in this regard are also bad in southern Colorado, as shown in Chapter III. The following table gives the number of accidents, fatal and otherwis., occurring in the Western States during 1907 and 1908.

TABLE 42.—*Fatalities in coal mines during 1907 and 1908, in States indicated.*[a]

State.	1908.				1907.			
	Number of men killed.	Number of men injured.	Death rate per 1,000 employees.	Number of tons mined for each life lost.	Number of men killed.	Number of men injured.	Death rate per 1,000 employees.	Number of tons mined for each life lost.
Colorado	61	115	4.20	157,950	99	138	6.96	108,992
New Mexico	23	(b)	6.67	107,302	34	(b)	11.45	77,332
Utah	8	128	3.00	230,849	6	82	2.72	224,001
Washington	25	79	4.56	120,998	36	95	6.06	102,237
Wyoming	81	66	11.71	67,777	(b)	(b)	(b)	(b)

[a] U. S. Geological Survey, Production of Coal in 1908, from Mineral Resources of the United States, p. 55.
[b] Not reported.

In 1907 the death rate in New Mexico was very high—11.45 per 1,000 employees, as opposed to 6.96 for Colorado, 6.06 for Washington, and 2.72 for Utah. Data for Wyoming were not reported for 1907. In 1908 Wyoming had the worst record, with a death rate of 11.71 per 1,000 employees, as opposed to 6.67 for New Mexico, 4.56 for Washington, 4.20 for Colorado, and 3 for Utah. These data indicate that more accidents have occurred in those States which, as already shown, employ the largest number of the more recent type of immigrants. That this higher death rate is due in some measure to the ignorance and neglect of immigrants who do not speak English, and who have not become adjusted to mining methods employed in this country is beyond question.

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[a] See Chap. III.

RELATIONS BETWEEN THE RACES EMPLOYED.

Throughout the western district little conscious effort is made to segregate the various races at work. In one or two cases, however, it is attempted, in order that through common knowledge of a language immigrants of the same race may warn each other in time of danger and help each other in the work. Furthermore, it is customary for two of the same race to work together as partners, although the north European races and the natives mix very freely in this regard. When Japanese are employed, they usually work together under a Japanese "boss," but at the same general work with the other races.

In housing no segregation is insisted on by the operators. However, a distinct separation of the two general groups is evident in almost every locality investigated, except parts of Wyoming. The natives and north Europeans mingle freely in their housing and in their social life, but they unite in refusing to associate any more than is absolutely necessary with the more recent immigrants from south and east Europe and with the Mexicans, Japanese, and negroes. The south and east Europeans are clannish, living together in race groups whenever possible and avoiding all unnecessary association not only with the natives and north Europeans but also with other races from south and east Europe. The members of one race, the Montenegrins, seem to be especially disliked. Whenever they are employed they are looked down upon not only by the natives and older immigrants but also by the other recent immigrants from south and east Europe. All classes of Europeans also look down upon the negroes, Mexicans, and Japanese, who usually live in separate bunk houses, or in the case of the Mexicans in adobe huts outside of the towns where they are employed. An exception to this rule, however, is found in Wyoming, where all races are on practically the same footing socially and otherwise. The Japanese and Chinese are admitted to the unions, and all races are treated as men, without the influence of race prejudice evident in other sections. Yet even here the Japanese and Chinese are housed at a distance from the families of the various white races.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

In general, the employers expressed a preference for natives and immigrants from north European countries for all branches of work, but especially for supervisory and skilled positions. This is, of course, at a given wage. At the wages which prevail, natives and north Europeans are not available in sufficient numbers, and opinions of employers vary as to the relative desirability of other races. North Italians, Slovenians, Slovaks, Finns, and Poles, are all spoken well of as miners and general laborers. Wherever the Japanese have been employed they have proved satisfactory workmen. South Italians, Greeks, and the Slavic races other than the Slovak and Slovenian, are frequently, if not generally, regarded as rather undesirable because of their slowness in acquiring a knowledge of English and because of their general negligence and intractability. As noted above, the Montenegrins are regarded as the most undesirable immigrants from the point of view of labor.

With regard to the second generation, the consensus of opinion is that the offspring of the north Europeans are scarcely distinguishable from the natives born of native father. They retain much of the industry of their parents and are usually better educated. The children of Slovaks, Slovenians, North Italians, Poles, and Finns, are said to show a great improvement over their parents, because of a better education and a knowledge of English. Yet in the selection of men for positions of responsibility few of these are chosen. Many of the offspring of these immigrants do not become miners but seek agricultural or other more remunerative employment which offers greater opportunities for advancement. Too few of the second generation of the most recent type of immigrants were employed to warrant judgment.

CHAPTER VIII.

SOCIAL AND POLITICAL CONSIDERATIONS.

INTRODUCTION.

The earlier chapters of this report have dealt primarily with the economic position of immigrants employed in the coal and coke industry. Enough was said, however, to indicate the general character of the population in the several localities, and the conditions peculiar to each. The data have been combined and are presented in this chapter as a study of the immigrants in the whole field of coal and coke production investigated in the Western States. The data include 7,247 persons, all of whom were males. Of these, 1,490 were native-born and 5,757 were foreign-born. Among the foreign-born 43 races were reported. Only 25 of these, however, reported 20 or more persons, and as a consequence, only these are included in the percentage tables used.

YEARS FOREIGN-BORN HAVE BEEN IN THE UNITED STATES.

The period of residence in the United States of the foreign-born is shown in the following table:

TABLE 43.—*Per cent of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad. This table includes only races with 20 or more males reporting. The total, however, is for all foreign-born.]

Race.	Number reporting complete data.	Per cent in United States each specified number of years.				
		Under 5.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	55	72.7	16.4	3.6	5.5	1.8
Canadian (other than French)	53	20.8	15.1	11.3	11.3	41.5
Chinese	23	.0	.0	.0	13.0	87.0
Croatian	419	36.3	45.3	9.1	6.4	2.9
Dalmatian	68	79.4	14.7	1.5	.0	4.4
English	419	31.0	7.2	2.6	6.7	52.5
Finnish	225	27.1	24.0	16.0	19.6	13.3
French	64	25.0	32.8	4.7	10.9	26.6
German	159	26.4	23.9	5.7	7.5	36.5
Greek	66	74.2	25.8	.0	.0	.0
Irish	36	30.6	13.9	2.8	8.3	44.4
Italian, North	1,183	47.8	29.8	9.8	6.6	6.0
Italian, South	478	45.6	29.7	12.3	8.2	4.2
Japanese	403	43.9	45.9	8.9	1.2	.0
Lithuanian	65	9.2	46.2	15.4	12.3	16.9
Magyar	89	42.7	28.1	11.2	12.4	5.6
Mexican	41	36.6	34.1	14.6	2.4	12.2
Montenegrin	193	88.1	11.4	.5	.0	.0
Polish	247	53.4	24.3	9.8	8.5	4.0
Russian	64	35.9	31.3	15.6	9.4	7.8
Scotch	168	12.5	14.3	1.8	8.9	62.5
Slovak	215	20.9	25.5	[illegible]	12.6	26.5
Slovenian	482	47.7	33.6	[illegible]	6.8	5.0
Swedish	55	21.8	12.7	14.5	16.4	34.5
Welsh	216	28.4	7.4	2.8	2.3	60.2
Miscellaneous	280	36.4	26.8	10.8	10.8	15.2
Total	5,755	41.2	27.3	8.5	7.3	15.7

The foreign-born employees of the western coal mines and coke ovens are very largely recent immigrants. Indeed, 41.2 per cent of them had been in the United States less than five years at the time of this investigation, and 27.3 per cent had been here from five to nine years. In other words, 68.5 per cent had been in America less than ten years. Of those who had been in the United States ten years or over, 15.8 per cent had immigrated between ten and twenty years previous to the investigation and 15.7 per cent had been here twenty years or more.

Those who had lived for twenty years or more in America were for the most part immigrants from north European countries. Of the Scotch 62.5 per cent were in this group, as were 60.2 per cent of the Welsh, 52.5 per cent of the English, 44.4 per cent of the Irish, 36.5 per cent of the Germans, and 34.5 per cent of the Swedes. Most of the Chinese (87 per cent) had been in the United States twenty years or more. It should be added that 41.5 per cent of the Canadians also had been here for that length of time. Very few south Europeans were in this group. In fact, only 6 per cent of the North Italians and 4.2 per cent of the South Italians find a place in it. Of the east Europeans, the Slovaks, Lithuanians, and Finns reported the largest percentages who had been in the United States twenty years or over. Of the Slovaks 26.5 per cent, of the Lithuanians 16.9 per cent, and of the Finns 13.3 per cent were in this group, as were 7.8 per cent of the Russians, 5.6 per cent of the Magyars, 5 per cent of the Slovenians, 4.4 per cent of the Dalmatians, 4 per cent of the Poles, 2.9 per cent of the Croatians, and 1.8 per cent of the Bohemians and Moravians.

Of those who had lived in America between ten and twenty years, the race groups reporting the greatest proportions are the Finns with 35.6 per cent, the Swedes with 30.9 per cent, the Lithuanians with 27.7 per cent, the Slovaks with 26.1 per cent, the Russians with 25 per cent, the Magyars with 23.6 per cent, the Canadians (other than French) with 22.6 per cent, and the South Italians with 20.5 per cent. Very few immigrants from Great Britain were in this group—in fact, only 9.3 per cent of the English, 11.1 per cent of the Irish, 10.7 per cent of the Scotch, and 6 per cent of the Welsh. Other north European races had a somewhat larger representation—the Germans with 13.2 per cent and the French with 15.6 per cent. None of the Greeks and only 0.5 per cent of the Montenegrins reported had been in America as long as ten years.

Ten races reported more than the average percentage of their number (27.3 per cent) as having entered the United States from five to nine years prior to this investigation. These were the Lithuanians with 46.2 per cent, the Japanese with 45.9 per cent, the Croatians with 45.3 per cent, the Mexicans with 34.1 per cent, the Slovenians with 33.6 per cent, the French with 32.8 per cent, the Russians with 31.3 per cent, the North Italians with 29.8 per cent, the South Italians with 29.7 per cent, and the Magyars with 28.1 per cent. Five races reported less than the average percentage, but more than 20 per cent, in this group. These were the Slovaks with 26.5 per cent, the Greeks with 25.8 per cent, the Poles with 24.3 per cent, the Finns with 24 per cent, and the Germans with 23.9 per cent. All other races save the Welsh, English, and Chinese reported between 10 and 20 per cent as having lived in America between five and ten years.

Only 7.4 per cent of the Welsh, however, and 7.2 per cent of the English were reported in this group. No Chinese had been here less than fifteen years.

The most recent element in the immigrant labor of this section is clearly shown to be composed of the Montenegrins, the Dalmatians, the Greeks, and the Bohemians and Moravians. The percentages of these races who have lived in the United States less than five years were 88.1, 79.4, 74.2, and 72.7, respectively. Six other races reported more than 40 per cent of their number in this group of most recent immigrants. These were the Poles with 53.4 per cent, the North Italians with 47.8 per cent, the Slovenians with 47.7 per cent, the South Italians with 45.6 per cent, the Japanese with 43.9 per cent, and the Magyars with 42.7 per cent. Between 30 and 40 per cent of five races were reported in this group, namely, the Mexicans with 36.6 per cent, the Croatians with 36.3 per cent, the Russians with 35.9 per cent, the English with 31 per cent, and the Irish with 30.6 per cent. All of the other races save three had between 20 and 30 per cent in this group of recent immigrants. These three were the Scotch with 12.5 per cent, the Lithuanian with 9.2 per cent, and Chinese, none of whom were reported as being here under fifteen years.

In general, the south and east Europeans as a class are the most recent immigrants as opposed to the north Europeans, who have been in this country for a much longer period. Some exceptions to this rule are to be noted, however. For example, 52.6 per cent of the Slovaks, 44.6 per cent of the Lithuanians, and 48.9 per cent of the Finns had been in the United States ten years or more, while 38.2 per cent of the English, 35.9 per cent of the Canadians, 50.3 per cent of the Germans, and 33.8 per cent of the Welsh have been here less than ten years. For the groups as totals, however, the relation holds. Indeed, only 38.4 per cent of the north Europeans, as opposed to 76.9 per cent of the east Europeans and 74.8 per cent of the south Europeans, had been in the United States for a period of less than ten years.

CONJUGAL CONDITION OF EMPLOYEES.

Data were secured from 6,702 employees with regard to their conjugal condition. Twenty-five races reported 20 or more persons and are hence included in the table of percentages which follows.

TABLE 44.—*Per cent of male employees 20 years of age or over in each conjugal condition, by general nativity and race.*

[This table includes only races with 20 or more males reporting. The totals, however, are for all races.]

General nativity and race.	Number reporting complete data.	Per cent who are—		
		Single.	Married.	Widowed.
Native-born of native father:				
White	654	27.5	66.4	6.1
Negro	126	27.8	57.1	15.1
Native-born of foreign father, by country of birth of father:				
Austria-Hungary	26	76.9	23.1	.0
England	140	40.0	56.4	3.6
Germany	44	34.1	61.4	4.5
Ireland	49	30.6	63.3	6.1
Scotland	69	42.0	58.0	.0
Wales	71	50.7	45.1	4.2
Miscellaneous	60	53.3	46.7	.0

TABLE 44.—*Per cent of male employees 20 years of age or over in each conjugal condition, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Per cent who are—		
		Single.	Married.	Widowed.
Foreign-born, by race:				
Bohemian and Moravian	51	27.5	70.6	2.0
Canadian (other than French)	47	27.7	63.8	8.5
Chinese	23	47.8	52.2	.0
Croatian	335	36.6	62.6	.8
Dalmatian	66	63.6	33.3	3.0
English	404	24.0	71.0	5.0
Finnish	215	34.9	62.3	2.8
French	62	37.1	58.1	4.8
German	154	37.7	59.7	2.6
Greek	59	79.7	20.3	.0
Irish	36	50.0	44.4	5.6
Italian, North	1,106	48.8	49.4	1.8
Italian, South	435	29.7	68.5	1.8
Japanese	395	61.3	34.7	4.1
Lithuanian	63	52.4	46.0	1.6
Magyar	87	34.5	59.8	5.7
Mexican	41	53.7	43.9	2.7
Montenegrin	188	70.7	28.7	.5
Polish	239	40.6	58.2	1.2
Russian	64	62.5	35.9	1.6
Scotch	158	22.8	72.8	4.4
Slovak	202	27.7	69.3	3.0
Slovenian	452	49.1	50.0	.9
Swedish	53	54.7	43.4	1.9
Welsh	214	33.6	57.5	8.9
Miscellaneous	251	47.4	49.8	2.8
Grand total	6,702	41.2	55.6	3.2
Total native-born of foreign father	459	44.2	52.9	2.8
Total native-born	1,239	33.7	60.5	5.8
Total foreign-born	5,463	42.9	54.4	2.7

More than half of the employees were married; 55.6 per cent, as against 41.2 per cent who were single, and 3.2 per cent who were widowed. Only 54.4 per cent of the foreign-born, as opposed to 60.5 per cent of the native-born, were married. The percentages of widowers among the native-born was 5.8, as against 2.7 per cent for the foreign-born. This difference is due chiefly to the much higher proportions of widowers among the negroes, 15.1 per cent of whom were in that conjugal group. Smaller proportions of persons native-born of foreign father were reported as married than of those of native father. This is due largely to the fact that that class includes more young persons than do the others.

Among the foreign-born 8 races showed a greater proportion who were married than did the native-born. These were the Scotch with 72.8 per cent, the English with 71 per cent, the Bohemians and Moravians with 70.6 per cent, the Slovaks with 69.3 per cent, the South Italians with 68.5 per cent, the Canadians (other than French) with 63.8 per cent, the Croatians with 62.6 per cent, and the Finns with 62.3 per cent. Six races reported between 50 and 60 per cent of their members as married. They are the Magyars with 59.8 per cent, the Germans with 59.7 per cent, the Poles with 58.2 per cent, the French with 58.1 per cent, the Welsh with 57.5 per cent, the Chinese with 52.2 per cent, and the Slovenians with 50 per cent. Five races reported between 40 and 50 per cent of their number as married in the following order: North Italian, Lithuanian, Irish, Mexican, and Swedish. Five races reported less than 40 per cent married, as follows: Russian, 35.9 per cent; Japanese, 34.7 per cent;

Dalmatian, 33.3 per cent; Montenegrin, 28.7 per cent, and Greek, 20.3 per cent.

It is significant to note from the preceding section that 3 of the 5 races last considered reported more than 90 per cent as having entered this country within ten years, while 89.8 per cent and 67.2 per cent of the other two came to our shores during that period. Furthermore, a greater proportion of these races were between 20 and 30 years of age. In fact, 50 per cent of the Russians, 37.2 per cent of the Japanese, 57.6 per cent of the Dalmatians, 71.8 per cent of the Montenegrins, and 71.2 per cent of the Greeks were between 20 and 30 years of age, whereas of those races reporting the greatest proportions of married persons a much smaller percentage were in this age group. For example, only 26.6 per cent of the Scotch, 23.8 per cent of the English, 25.5 per cent of the Bohemians and Moravians, and 33.6 per cent of the Slovaks were between the ages of 20 and 30.

A somewhat more accurate idea of the relation of the conjugal condition of immigrants to their stability as a laboring class is to be obtained by noting the location of the wives of immigrants. Data on that topic are shown in the table following.

TABLE 45.—*Per cent of foreign-born husbands who report wife in the United States and per cent who report wife abroad, by race of husband.*

[This table includes only races with 20 or more husbands reporting. The total, however, is for all races.]

Race of husband.	Number reporting complete data.	Per cent reporting wife— In United States.	Per cent reporting wife— Abroad.
Bohemian and Moravian	36	77.8	22.2
Canadian (other than French)	30	90.0	10.0
Croatian	248	52.0	48.0
Dalmatian	22	27.3	72.7
English	284	92.6	7.4
Finnish	134	77.6	22.4
French	36	86.1	13.9
German	90	85.6	14.4
Italian, North	546	61.9	38.1
Italian, South	299	56.5	43.5
Japanese	136	7.4	92.6
Lithuanian	29	89.7	10.3
Magyar	52	59.6	40.4
Montenegrin	55	21.8	78.2
Polish	138	68.8	31.2
Russian	23	82.6	17.4
Scotch	114	99.1	.9
Slovak	137	76.6	23.4
Slovenian	226	69.0	31.0
Swedish	23	91.3	8.7
Welsh	123	90.2	9.8
Miscellaneous	183	67.2	32.8
Total	2,964	67.3	32.7

Of the 2,964 foreign-born married men reporting data on this point, 67.3 per cent had their wives with them in the United States, while the wives of 32.7 per cent were still residing abroad. Among those races which have been established in this country in large numbers, for fifteen years or more, a very large percentage of those who are married have their wives with them. In fact, 99.1 per cent of the Scotch, 92.6 per cent of the English, 91.3 per cent of the Swedes, 90.2 per cent of the Welsh, 90 per cent of the Canadians (other than French), 89.7 per cent of the Lithuanians, 86.1 per cent of the French, and 85.6 per cent of the Germans had their wives with them in the United States. Five other races showed larger proportions having their wives with them than the average. Of these the Russians reported

82.6 per cent as having their wives in America, the Finns 77.6 per cent, the Slovaks 76.6 per cent, the Slovenians 69 per cent, and the Poles 68.8 per cent. Those races which show the smallest percentage of wives in the United States are those which also show the most recent immigration. Only 7.4 per cent of the married Japanese had their wives with them, as did 21.8 per cent of the Montenegrins, and 27.3 per cent of the Dalmatians.

Among the European races there is a close relation between the period of residence and the location of wives. The east Europeans, of whom 76.9 per cent had entered this country within ten years, reported only 64.6 per cent of those married as having their wives in this country with them, as opposed to 59 per cent of the south Europeans, and 91.8 per cent of the north Europeans. However those east Europeans races which have been in America longest show a much larger percentage who have their wives with them than do the more recently arrived races of this group. For example, the Lithuanians reported 89.7 per cent and the Slovaks 76.6 per cent as having their wives with them. Only 54.4 per cent of the foreign-born group were married, and if from these be taken those whose wives are still abroad it leaves but 35 per cent of the foreign-born employees who are married and living with their families. This indicates that the foreign-born element is much less "settled" than is the native-born, of which 60.5 per cent were reported as married.

LITERACY AND KNOWLEDGE OF ENGLISH.

Ability to speak English is one of the first results of the process of assimilation and is essential to the complete process. For this reason the relative rapidity with which the various races of immigrants acquire this ability becomes important. The percentages of each race who can speak English are presented in the following table.

TABLE 46.—*Per cent of foreign-born male employees who speak English, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races with 20 or more males reporting. The total, however, is for all non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who speak English by years in United States.			
		Under 5.	5 to 9.	10 or over.	Total.
Bohemian and Moravian	54	46.2	88.9	83.3	67.4
Chinese	23	.0	.0	21.7	21.7
Croatian	419	48.7	77.9	94.5	70.4
Dalmatian	68	29.6	80.0	(a)	41.2
Finnish	225	62.3	72.2	84.5	75.6
French	61	31.3	66.7	96.3	70.5
German	159	59.5	86.8	100.0	86.2
Greek	66	28.6	88.2	.0	43.9
Italian, North	1,175	31.9	66.1	85.1	54.0
Italian, South	474	28.7	60.3	76.9	50.0
Japanese	403	44.6	54.1	66.1	50.1
Lithuanian	64	16.7	90.0	92.9	84.4
Magyar	80	36.8	76.0	80.8	60.7
Mexican	41	26.7	87.1	41.7	41.5
Montenegrin	193	51.3	90.9	(a)	56.5
Polish	245	37.9	64.4	83.3	54.3
Russian	64	34.8	95.0	100.0	76.0
Slovak	214	31.3	61.4	74.3	62.1
Slovenian	479	36.7	57.1	83.1	52.2
Swedish	55	50.0	85.7	100.0	87.3
Miscellaneous	266	51.6	75.0	96.0	73.7
Total	4,537	38.3	67.4	83.8	59.0

a Not computed, owing to small number involved.

Of the 4,837 persons whose mother tongue is some language other than English and who reported data upon this point, 59 per cent could speak English. However, of those who had been in the United States ten years or over, 83.8 per cent had acquired a speaking knowledge of English, as had 67.4 per cent of those whose period of residence was from five to nine years. As is to be expected, a much smaller proportion of those who had lived in this country less than five years could speak English—in fact, only 38.8 per cent. However, when it is considered that 50.4 per cent of those who have been in America under five years have been here less than three years, the relation between the period of residence and the ability to speak English becomes even more apparent.

Racial contrasts are sharp with regard to this point. The percentages of the totals, without reference to the period of residence, vary from 21.7 per cent of the Chinese to 87.3 per cent of the Swedes. The fact that only 21.7 per cent of the Chinese can speak English is remarkable, for every member of that race from whom data were secured had been in the United States ten years or over, and most are members of the miners' union in Wyoming, where they come into more or less direct contact with the natives and English-speaking immigrants. The Mexicans showed the next slowest progress in this regard, only 41.5 per cent being able to speak English. This fact reflects the unprogressiveness of that race. Indeed, of those who had lived in the United States ten years or over, only 41.7 per cent could speak English—a smaller percentage than of those whose period of residence was five to nine years. Only 26.7 per cent of those who had immigrated within five years had learned English. The Japanese also show little progress in learning English. Of that race 50.1 per cent speak English—56.1 per cent of those who had immigrated more than ten years prior to the investigation, 54.1 per cent who had lived in America from five to nine years, and 44.6 per cent who had immigrated within five years. It should be noted in this connection that many of the Japanese who have entered the United States in recent years have spent some time previous to their immigration in the Hawaiian Islands, where they have had more or less direct contact with English-speaking peoples. Thus their unprogressiveness in the matter of speaking English can not be attributed so largely to their short period of residence as the data would indicate. Their slowness in this regard is doubtless due largely to the fact that as a rule, they work in "gangs" of their own race, live in separate "quarters," and are generally avoided by other races.

The south Europeans reported a very small proportion as having a speaking knowledge of English. But 54 per cent of the North Italians, 50 per cent of the South Italians, and 43.9 per cent of the Greeks could speak English. This low percentage is due primarily to the fact that large numbers of the Greeks had only recently arrived in this country. None of the Greeks had been here as long as ten years, but 88.2 per cent of those who had resided in America from five to nine years could speak English, as opposed to 28.6 per cent of those immigrating within five years. The Italians also showed considerable progress relative to their length of residence. Of those North Italians who had been here ten years or over, 85.1 per cent could speak English, as opposed to 76.9 per cent of the South Italians.

Of those who had been in the United States from five to nine years, 66.1 per cent of the North Italians and 60.3 per cent of the South Italians had acquired a speaking knowledge of English, while only 31.9 and 28.7 per cent respectively of those whose period of residence was less than five years could speak English.

Considerable difference in aptitude for acquiring a speaking knowledge of English is shown by the various east European races. The Finns were most progressive in this regard, reporting 84.5 per cent of those who entered ten years or more prior to the investigation, 72.2 per cent of those who had lived here from five to nine years, and 62.3 per cent of those who had immigrated within five years, as possessing a speaking knowledge of English. Next in rank were the Montenegrins, most of whom had been in this country less than ten years. Of those whose period of residence was five to nine years, 90.9 per cent could speak English, while 51.8 per cent of those who had immigrated within five years also had command of our spoken language. The relative rapidity with which the other east European races acquire a speaking knowledge of English may be noted from a comparison of the percentages of the most recent immigrants who could speak English. They rank after the Finns and Montenegrins as follows: Croatians 48.7 per cent, Bohemians and Moravians 46.2 per cent, Poles 37.9 per cent, Magyars 36.8 per cent, Slovenians 36.7 per cent, Russians 34.8 per cent, Slovaks 31.8 per cent, Dalmatians 29.6 per cent, and Lithuanians 16.7 per cent. These races, however, all acquire English in time. The percentages of those who have been in America ten years or over, and who could speak English, vary from 74.3 per cent of the Slovaks to 100 per cent of the Russians.

Since English-speaking races are not included in this table, only two north European races are represented. Both of these, however, show considerable facility in learning English. Of the Germans, 59.5 per cent of those who had entered within five years could speak English, as opposed to 31.3 per cent of the French. Of those whose period of residence was from five to nine years, 86.8 per cent of the Germans and 66.7 per cent of the French could speak English. In the group of those who had lived in the United States ten years or over, 100 per cent of the Germans and 96.3 per cent of the French could speak English.

A much smaller number of immigrants read and write English than speak it. Indeed, of the 4,837 persons reported in the table next presented, only 1,161, or 24 per cent, could read and write the language.

TABLE 47.—*Per cent of foreign-born male employees who read English and per cent who read and write English, by race.*

[This table includes only races with 20 or more males reporting. The total, however, is for all races.]

Race.	Number reporting complete data.	Per cent who read English.	Per cent who read and write English.
Bohemian and Moravian	54	42.6	35.2
Chinese	23	.0	.0
Croatian	419	21.0	19.3
Dalmatian	68	23.5	22.1
Finnish	226	40.0	34.2
French	61	34.4	29.5
German	159	68.6	59.1
Greek	66	27.3	15.2
Italian, North	1,175	20.4	14.2
Italian, South	474	11.8	9.9
Japanese	403	51.4	50.4
Lithuanian	64	59.4	50.0
Magyar	89	25.8	20.2
Mexican	41	12.2	9.8
Montenegrin	193	17.6	17.6
Polish	245	22.9	18.8
Russian	64	39.1	32.8
Slovak	214	29.0	22.0
Slovenian	479	25.3	22.1
Swedish	55	76.4	70.9
Miscellaneous	266	37.2	31.2
Total	4,837	28.4	24.0

The north Europeans were the farthest advanced in the general use of English. Of the Swedes, 76.4 per cent could read English and 70.9 per cent could both read and write it. Of the Germans, 68.6 per cent could read and 59.1 per cent could both read and write in English. The proportions of French were somewhat less, being 34.4 per cent and 29.5 per cent, respectively.

The south Europeans, on the other hand, showed very slow progress. In fact, fewer of the South Italians had mastered our written language than of any other races, save the Chinese and Mexican. But 11.8 per cent could read and 9.9 per cent both read and write English. Of the North Italians, 20.4 per cent could read and 14.2 per cent could both read and write English. The Greeks reported a greater proportion of their number who could command written English than did the other south European races. The percentages for this race were 27.3 and 15.2 per cent, respectively.

Of the east Europeans, the Lithuanians reported 59.4 per cent of their number with a reading knowledge and 50 per cent with the ability to both read and write English. Next in this regard were the Bohemians and Moravians, with 42.6 and 35.2 per cent, respectively. Of the Finns, 40 per cent could read and 34.2 per cent could both read and write English. The Russians reported 39.1 per cent with an ability to read, and 32.8 per cent with the ability to both read and write English. The other Autrian races ranked with regard to this point in the following order: Slovenians, Dalmatians, Slovaks, Magyars, Croatians, and Montenegrins. None of the Chinese could read or write English. Of the Japanese, however, 51.4 per cent could read and 50.4 per cent could both read and write English. The Mexicans, on the other hand, reported only 12.2 per cent as able to read and 9.8 per cent as able both to read and write English.

These data should be considered in the light of the relative length of residence in the United States of the various races and of their age at the time of arrival. For example, many members of the older immigrant races came over as children with their parents and have had their schooling in America, learning to read and write English rather than their native tongue. This is especially true of the Germans and French. Furthermore, those south and east European races, which are most recent arrivals, reported the smallest proportions with a command of our written language, while the north Europeans and the Lithuanians and Finns, who have been in this country longer, reported larger proportions able to read and write English. Exceptions to this general rule are to be noted in the case of the Greeks, the Japanese, and the Bohemians and Moravians, who, although reporting very high proportions of recent immigrants, also show a comparatively high standard with regard to the reading and writing of English.

Although but 24 per cent of all the foreign-born reported could read and write English, 86.2 per cent could read and write their native language. The table following shows the percentages of the various races who could read and write their native language.

TABLE 48.—*Per cent of foreign-born male employees who read their native language and per cent who read and write their native language, by race.*

[This table includes only non-English-speaking races with 20 or more males reporting. The total, however, is for all non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who read their native language.	Per cent who read and write their native language.
Bohemian and Moravian	54	100.0	98.1
Chinese	23	87.0	87.0
Croatian	419	85.0	85.0
Dalmatian	68	61.8	58.8
Finnish	225	98.7	98.2
French	61	86.9	85.2
German	159	90.6	88.7
Greek	66	90.9	90.9
Italian, North	1,175	91.5	91.0
Italian, South	474	68.1	66.2
Japanese	403	96.3	96.0
Lithuanian	64	90.6	87.5
Magyar	89	88.8	86.5
Mexican	41	63.4	61.0
Montenegrin	193	85.0	83.9
Polish	245	84.9	81.6
Russian	64	89.1	85.9
Slovak	214	79.9	78.5
Slovenian	479	90.0	88.5
Swedish	55	98.2	98.2
Miscellaneous	266	89.5	88.0
Total	4,837	87.3	86.2

Of the 4,837 persons reported in the preceding table 86.2 per cent could read and write their native language. The races reporting the largest percentages of literates were the Swedes, with 98.2 per cent; the Finns, with 98.2 per cent; the Bohemians and Moravians, with 98.1 per cent; the Japanese, with 96 per cent; the North Italians, with 91 per cent, and the Greeks, with 90.9 per cent. Ten races reported between 80 and 90 per cent of their numbers as able to read and write their native language. These were the German, with 88.7

per cent; the Slovenian, with 88.5 per cent; the Lithuanian, with 87.5 per cent; the Chinese, with 87 per cent; the Magyar, with 86.5 per cent; the Russian, with 85.9 per cent; the French, with 85.2 per cent; the Croatian, with 85 per cent; the Montenegrin, with 83.9 per cent; and the Polish, with 81.6 per cent. The races showing the smallest proportions with a knowledge of their native language were the Dalmatian, with 58.8 per cent; the Mexican, with 61 per cent; the South Italian, with 66.2 per cent; and the Slovak, with 78.5 per cent.

The comparatively large number of persons who were not literate in their native language is in some instances explained by the fact that some of them immigrated to this country when children with their parents. This is particularly true of the Germans and the French. With most of the races, however, the explanation is found in the inability of a large number of their members to read and write any language.

The general literacy of all the coal-mine employees from whom data on this point were secured is shown by the following table.

TABLE 49.—*Per cent of male employees who read and per cent who read and write, by general nativity and race.*

[This table includes only races with 20 or more males reporting. The totals, however, are for all races.]

General nativity and race.	Number reporting complete data.	Per cent who read.	Per cent who read and write.
Native-born of native father:			
White	729	89.8	89.4
Negro	114	92.1	88.6
Native-born of foreign father, by birthplace of father:			
Austria-Hungary	50	96.0	96.0
England	167	98.8	98.2
Germany	56	98.2	98.2
Ireland	51	100.0	100.0
Italy	43	95.3	95.3
Scotland	92	100.0	100.0
Wales	85	100.0	100.0
Miscellaneous	65	96.9	96.9
Foreign-born, by race:			
Bohemian and Moravian	54	100.0	98.1
Canadian (other than French)	53	100.0	100.0
Chinese	23	87.0	87.0
Croatian	419	85.7	85.2
Dalmatian	68	61.8	60.3
English	418	98.8	98.6
Finnish	225	100.0	100.0
French	61	95.1	95.1
German	159	98.1	96.9
Greek	66	90.9	90.9
Irish	35	91.4	88.6
Italian, North	1,175	92.9	92.3
Italian, South	474	70.9	68.4
Japanese	408	96.3	96.0
Lithuanian	64	90.6	87.5
Magyar	89	89.9	87.6
Mexican	41	63.4	61.0
Montenegrin	193	85.0	83.9
Polish	245	85.3	82.4
Russian	64	90.6	89.1
Scotch	167	99.4	99.4
Slovak	214	84.1	82.7
Slovenian	679	90.6	89.6
Swedish	55	100.0	100.0
Welsh	216	96.3	96.3
Miscellaneous	267	93.1	91.0
Grand total	7,179	90.9	90.1
Total native-born of foreign father	609	98.5	98.4
Total native-born	1,452	93.7	93.1
Total foreign-born	5,727	90.2	89.4

Of the 7,179 persons reported, 90.9 per cent could read and 90.1 per cent could both read and write some language. Only 57 of those who could read were unable both to read and write. The native-born reported 93.1 per cent as able to read and write some language, as opposed to 89.4 per cent of the foreign-born. Persons native-born of native father were less advanced in this regard than were those born of foreign father. In fact, 89.4 per cent of the native whites born of native fathers and 88.6 per cent of the negroes, as against 98.4 per cent of the native-born of foreign fathers, could read and write some language. The superior ability among the second generation of immigrants bears out the general opinion of employers with regard to this class, as stated in the preceding chapters. Furthermore, the average age of this class was less than that of the persons native-born of native father, and hence they had had the benefit of better schools. All the Canadians, Finns, and Swedes reported could read and write, while nine other races showed more than 90 per cent of their number to be literate. These were the Scotch, with 99.4 per cent; the English, with 98.6 per cent; the Bohemian and Moravian, with 98.1 per cent; the German, with 96.9 per cent; the Welsh, with 96.3 per cent; the Japanese, with 96 per cent; the French, with 95.1 per cent; the North Italian, with 92.3 per cent; the Greek, with 90.9 per cent. Ten races reported between 80 and 90 per cent of their numbers as literate in the following order: The Slovenian, with 89.6 per cent; the Russian, with 89.1 per cent; the Irish, with 88.6 per cent; the Magyar, with 87.6 per cent; the Lithuanian, with 87.5 per cent; the Chinese, with 87 per cent; the Croatian, with 85.2 per cent; the Montenegrin, with 83.9 per cent; the Slovak, with 82.7 per cent; and the Polish, with 82.4 per cent. Three races reported less than 80 per cent as literate. These were the Dalmatian, with 60.[illegible] per cent; the Mexican, with 61 per cent; and the South Italian, with 68.4 per cent.

In general the natives and north Europeans showed the highest percentage of literates. However, the Finns and Bohemians and Moravians, from the east European group, and the Greeks and North Italians, from the south European group, reported high percentages of literates. The majority of the east Europeans were in the group reporting percentages between 80 and 90 of their number as able to read and write some language. The Dalmatians and South Italians had the smallest percentages of literates of the European races. Of the non-European races, the Canadian had the largest percentage of literates. The Japanese also took high rank. The Chinese read and write only their native language, and only 87 per cent were able to do that. The Mexicans showed a very high percentage of illiteracy.

PRESENT POLITICAL CONDITION.

Data with regard to the political condition were secured from 1,712 employees who had been in the United States five years or over, were 21 years of age or over at the time of their arrival, and who were racially eligible for naturalization. These data are presented in the table following.

TABLE 50.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race.*

Race.	Number reporting complete data.	Per cent—			
		Aliens.	Having first papers only.	Fully naturalized.	Who have been in the United States 10 years or over, who are fully naturalized.
Croatian	152	55.9	18.4	25.7	64.3
English	107	11.2	17.8	71.0	82.6
Finnish	79	40.5	29.1	30.4	52.3
French	26	42.3	38.5	19.2	27.3
German	75	20.0	28.0	52.0	80.0
Italian, North	409	42.5	25.7	31.8	62.3
Italian, South	161	37.3	26.7	36.0	57.7
Lithuanian	24	45.8	16.7	37.5	50.0
Magyar	33	63.7	12.1	24.2	53.3
Polish	73	57.6	20.5	21.9	37.5
Russian	21	66.7	.0	33.3	44.4
Scotch	50	13.4	22.6	64.0	85.1
Slovak	75	40.0	21.3	38.7	51.9
Slovenian	167	46.7	32.3	21.0	50.0
Swedish	24	12.5	16.7	70.8	80.0
Welsh	78	11.5	19.2	69.2	83.1
Austrian (race not specified)	49	36.7	24.5	38.8	68.2
Miscellaneous	109	47.7	19.3	33.0	56.9
Total	1,712	39.6	23.7	36.7	65.1

Of the 1,712 concerning whom information was secured, 679, or 39.6 per cent, were still aliens, while only 36.7 per cent had become fully naturalized. The remaining 23.7 per cent had taken out their first papers. Only 17 races were numerously enough represented to warrant statistical comparison. Of these the English-speaking races—the English, Welsh, and Scotch—reported the greatest proportions as fully naturalized. The Swedes and Germans also ranked relatively high in this regard, with 70.8 and 52 per cent, respectively, of their number fully naturalized. No races other than those mentioned reported as many as 40 per cent as having second papers. Six races, however, reported between 30 and 40 per cent who had become citizens. These were the Slovak, with 38.7 per cent; the Lithuanian, with 37.5 per cent; the South Italian, with 36 per cent; the Russian, with 33.3 per cent; the North Italian, with 31.8 per cent; and the Finnish, with 30.4 per cent. Four east European races reported less than 30 per cent who had taken out second papers. Of these, the Croatians reported 25.7 per cent, the Magyars 24.2 per cent, the Poles 21.9 per cent, and the Slovenians 21 per cent as fully naturalized. Ranking below any of these were the French, of whom only 19.2 per cent had secured their second papers.

The differences indicated in the political condition of the several races are partly the result of differences in attitude toward citizenship, partly to differences in the length of residence in the United States, and partly to difficulties encountered by some in first acquiring a speaking knowledge of English. The importance of some of these considerations is made evident by the table next presented.

TABLE 51.—*Number and per cent of aliens who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race group.*

[By years in the United States is meant years since first arrival in the United States.]

Race group.	Number reporting complete data.	In United States 5 to 9 years.			In United States 10 years or over.		
		Number.	Aliens.	Per cent who are aliens.	Number.	Aliens.	Per cent who are aliens.
North European (English-speaking)	247	51	20	39.2	196	11	5.6
North European (Other)	145	54	27	50.0	91	8	8.8
South European	579	346	203	58.7	233	38	16.3
East European	714	422	277	65.6	292	79	27.1
Miscellaneous	27	12	10	83.3	15	6	40.0
Total	1,712	885	537	60.7	827	142	17.2

Differences in the attitude of immigrants toward the assumption of citizenship are shown by comparing the relative proportions of non-English-speaking north Europeans and of south and east Europeans who are still aliens. Of those who had lived in the United States between five and nine years only 50 per cent of the former group were still aliens, as opposed to 58.7 per cent of the south Europeans and 65.6 per cent of the east Europeans, while of those who had lived here ten years or over, only 8.8 per cent of the non-English-speaking north Europeans were still aliens, as against 16.3 per cent and 27.1 per cent for the other two groups, respectively. The Mexicans are also rather indifferent toward acquiring American citizenship. Of 10 of this race reported, 7 were still aliens.

Difference in the length of residence is, however, the most important fact in explaining the comparatively large number of aliens among certain groups, as shown in Table 51. Of the total number reported for all races who had entered this country between five and nine years prior to the investigation, 60.7 per cent were still aliens, as against 17.2 per cent of those whose period of residence was ten years or over. Comparing the members of the several groups, it is seen that the great majority of all who remain in this country ten years or more become citizens.

[For General Tables of this report see pp. 465 to 714.]

PART V.—IMMIGRANTS IN THE LUMBER AND SHINGLE INDUSTRIES OF OREGON AND WASHINGTON.

PART V.—IMMIGRANTS IN THE LUMBER AND SHINGLE INDUSTRIES OF OREGON AND WASHINGTON.

GENERAL SURVEY.

[For General Tables see pp. 693 to 708.]

GROWTH OF THE LUMBER INDUSTRY.

The most important industry in the Northwest is the manufacture of lumber and timber products. According to the census of 1900, of 51,042 wage-earners employed in manufactures in Oregon and Washington, 25,381, or almost one-half, were engaged in that branch of industry.

The lumber industry has become prominent within the past thirty years. It has expanded rapidly and has given employment to an increasing number of laborers. This is shown in the following table based upon the censuses for 1870, 1880, 1890, 1900, and Bulletin 77, 1905 (lumber and timber products):

TABLE 1.—*Lumber and timber products, Oregon and Washington.* [a]

Date.	Number of establishments reported.	Average number of wage-earners reported.
1870	211	1,166
1880	365	1.078
1890	812	13,705
1900	1,150	25,381
1905	1,406	35,307

[a] The figures for 1890 and later years are not entirely comparable with those for 1870 and 1880, for in the earlier years independent timber camps were not included, but these, had they been included, would not have greatly increased the number of wage-earners reported.

Planing mills and sash, door, and blind factories are not included in the figures given.

RACES EMPLOYED.

Much of the labor in the lumber mills is heavy and is done under bad conditions. The yard work in bad weather and the handling of timbers in the streams are particularly unattractive. Because of this fact, a large share of the work connected with the lumber industry has always been done by the large immigrant class in the population. In more recent years, and especially during the past ten, as the industries of the Northwest have expanded, this expansion affording more opportunities for the natives and more thoroughly assimilated immigrants to advance to higher occupations in the mills or to better themselves by entering other callings, the percentage of immigrants has increased. Any class of new immigrants capable of doing the heavier work about the lumber mills has readily found employment in them. Much of the time the problem of the mill owner has not been to make a selection among the races for the different occupations, but to find laborers of any race to do the work at hand.

The following table shows the total number of lumbermen and raftsmen and of saw and planing mill employees in Oregon and Washington, as grouped by the census according to nativity, with the percentages for the several groups:

Table 2.—*Employees in the lumber industry in Oregon and Washington in 1890 and 1900, by general nativity.*

Year.	Total number.	Native white.		Foreign white.	Colored.[a]
		Native parents.	Foreign parents.		
1890	12,340	5,675	1,540	4,888	237
		46.0	12.5	39.6	1.9
1900	17,466	8,587	3,219	5,310	350
		49.2	18.4	30.4	2.0

[a] Colored embraces Chinese, Japanese, Negroes, and American Indians. In 1890 there were a few Japanese, but more Indians employed in the mills. In 1900, on the other hand, the colored persons reported were practically all Japanese.

According to these census statistics, during the decade 1890 to 1900 the percentages for the native whites born of native parents and for native white persons born of foreign parents increased; that for the colored remained practically stationary; while that for the foreign whites decreased. The explanation of these changes is found in the facts that during the nineties, when industry was depressed, the influx of the foreign-born was retarded and that the Canadians constituted a rapidly decreasing percentage of the laborers in the mills of the United States. The latter fact, among others, is brought out by the following table (3) showing the country of birth of the foreign-born:

Table 3.—*Employees in the lumber industry in Oregon and Washington in 1890 and 1900, by general nativity and country of birth.*

General nativity and country of birth.	1900.	Percentage.	1890.	Percentage.
Native-born of native parents	8,738	....	7,215	....
Foreign-born and native of one foreign-born parent from—[a]				
Austria-Hungary	95	1.1	....	....
Canada (English-speaking persons)	1,187	13.6	1,310	26.0
Canada (French-speaking persons)	281	3.2	186	3.7
Germany	1,223	14.0	429	8.5
Great Britain	1,063	12.2	409	8.1
Ireland	942	10.8	223	4.4
Italy	29	0.3	(b)	
Poland	41	0.5	(b)	....
Russia	99	1.1	(b)	....
Scandinavia	2,170	24.9	1,617	32.1
Other	847	9.7	866	17.2
Mixed	752	8.6	....	....
Total	8,729	100.0	5,040	100.0

[a] In the entries below, for 1900 but not for 1890, native-born of one foreign-born parent as well as the foreign-born, are included.
[b] Not reported

Though in 1900 the persons native-born of one foreign-born parent were grouped with the foreign-born, while in 1890 they were not, the number of Canadians, of other than French extraction, diminished. The explanation is found mainly in the development of western Canada and especially of the lumber industry of British Columbia, which caused fewer Canadians to immigrate to the Northwestern States. The Germans, English, Irish, and Scandinavians, on the other hand, increased in number and, with the exception of the latter, constituted an increasing percentage of the total number employed. However, the inclusion of persons native-born of parents born in one of these countries causes the figures in every case to exaggerate the increase which actually took place. The Russians, Poles, and Italians, first reported separately in 1900, were still few in number. The European races not specified were of little importance, constituting as they did less than 10 per cent of the foreign-born element. The comparatively few Japanese are included among the 350 colored reported in Table 2.

We have no entirely comparable statistics for any year later than 1900. In this investigation, data were collected for 3,430 employees of lumber mills in Washington and Oregon. It was not possible to get sufficient data of the same kind for the logging camps and shingle mills. The races represented among the employees of the camps, however, are not materially different from those found in the lumber mills. Something is said later of those employed in shingle mills.

The 3,430 for whom data were collected were, roughly, one-tenth of the total number of employees of lumber mills in the two States covered by the investigation. The establishments investigated are believed to be fairly typical as regards the races employed and the wages paid.

Of the 3,430 employees, about 38.3 per cent were native-born. Of these, 25.2 per cent were native-born of native father, 13 per cent native-born of foreign father. Among the remaining 2,117, or 61.7 per cent of the total, more than 40 races of immigrants were found. Eighteen of these were represented by 20 or more persons. Among them, the Swedish ranked first with 390, followed by the Norwegians with 337, and the Japanese with 231. Races with 100 but less than 200 were the Finnish with 150, the Germans with 141, and the Canadians, other than French, with 136. There were 95 Greeks, 91 Dalmatians, 63 Russians, 59 English, 57 North Italians, 37 Poles, 36 Danes, 33 Irish, 30 Scotch, 28 Slovaks, the same number of South Italians, and 20 French Canadians. The other races, represented by from 1 to 18 persons, included the remaining 155 foreign-born. It should be added, however, that while only 3 Hindus were reported among these other races 53 were found to be employed in six of the mills investigated. With this exception, practically all of the employees, except of one or two mills, returned individual schedules upon which most of the statistical data contained in this report are based.

For the purposes of this report it seems best to divide the employees from whom data were obtained into 10 groups. These are as follows: (1) Native-born of native father, all but two of whom were white; (2) native-born of foreign father; (3) the foreign-born from English-speaking countries (including the English, Welsh, Scotch, Irish, and Canadians other than French); (4) the Finns and Russians; (5) the Scandinavians (Danes, Norwegians, and Swedes); (6) the other non-English-speaking north Europeans (Germans, Dutch, Flemish, and French); (7) south Europeans (North and South Italians, Greeks, Portuguese, and Spanish); (8) the Montenegrins and various races of Austria-Hungary and neighboring countries; (9) the Japanese; and (10) miscellaneous races. Grouping the races thus, the number in each group and the percentage of the total reporting data are shown in the table next presented.

TABLE 4.—*Male employees for whom detailed information was secured, by general nativity and race or race group.*

General nativity and race or race group.	Total number.	Per cent of total reported.
Native-born of native father	866	25.2
Native-born of foreign father	447	13.0
Total native-born	1,313	38.3
Foreign-born:		
English-speaking	261	7.6
Finnish and Russian	213	6.2
Japanese	231	6.7
North European [a]	166	4.8
Scandinavian	763	22.2
Foreign-born—Continued.		
South European	193	5.6
Races from Austria-Hungary and neighboring countries	231	6.7
Miscellaneous	57	1.7
Total foreign-born	2,117	61.7
Grand total	3,430	100.0

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

Some correction of these percentages is made necessary by the fact that in tabulation all data for foremen and clerical help were discarded. The English-speaking foreign-born, the non-English-speaking north Europeans, and the Scandinavians are largely represented in these capacities. The correct percentages for the Scandinavians and English-speaking men and north Europeans would be somewhat larger than those given. The correct percentages for the Finns and Russians, south Europeans, Austro-Hungarians, and Japanese, on the other hand, would be slightly less than those given.

While the data can not be regarded as entirely comparable with those presented by the census, it is apparent from what has just been said that the racial distribution of the employees of lumber mills must have changed materially during the years which have elapsed since 1900. The native-born element is smaller, the foreign-born larger. Among the foreign-born the English-speaking and the Germans have become comparatively fewer, the Scandinavians, Finns, Russians, Austrians, Greeks, Italians, and Japanese comparatively more numerous than they were in 1900, while the East Indians are a new element which has been added.

The English-speaking immigrants and Germans who have migrated to the Northwest have, for the most part, gone into occupations other than lumbering. The Scandinavians, on the other hand, have immigrated in large numbers and a good share of them have taken employment as common laborers in the lumber mills until such time as they could advance to skilled trades or get possession of land and engage in agriculture. For the years 1901 to 1908, no fewer than 22,918 entered the United States, giving Oregon and Washington as their destination.

The comparatively small Finnish population of 1900 has greatly increased, no fewer than 3,446, when entering the United States between 1901 and 1908, giving Washington and Oregon as their destination. Most of these and others moving west have found employment in the coal mines, fisheries, and lumber mills. This is true of the Russians also, who are now found in the mills in large numbers but who were comparatively few in 1900.

In 1900 the number of Austrians in the lumber mills was very small; at present they constitute between 8 and 10 per cent of the foreign-born employees. Most of them have been brought from the Middle West to do construction work, and once in the Northwest have remained to find employment in the coal mines, smelters, and lumber camps, or as section hands on the railroads. The Dalmatians have shown a preference for the mills, while the Croatians and Montenegrins are largely employed in mining coal and in maintenance of way work.

The comparatively small Italian population of 1900 has perhaps been trebled during the past eight or nine years. Many of the Italians have found employment in the lumber trade about Seattle and Portland, and in spite of the fact that they usually leave as soon as possible for agricultural or other work, they constitute a larger percentage of the employees in the lumber industry than they did in 1900.

Though there has been some direct immigration of Greeks to the Northwest most of them have been brought in as railway laborers. During the past few years they have been a factor in the general labor market, and during the past five years have become a somewhat important element in the lumber camps.

Of more importance than the Italians and Greeks are the Japanese. The first representatives of this race were deserting sailors. Though employed in one lumber mill as early as thirty years ago, they were few until late in the decade of 1890-1900, and were not numerous until within the past six or eight years, during which time there has been a large immigration to Seattle. Between 1901 and 1908, 20,011 came directly to Portland and Seattle, while others reached there indirectly, so that they have furnished a larger number of immigrants than any other race to the Northwest. During the unusually prosperous years ending with 1906 many were given employment in the lumber mills, where it was found difficult to get enough laborers to do the work required. It is estimated that in 1907 as many as 2,685 Japanese were employed in the lumber industries of the State of Washington. In the spring of 1909 a careful survey showed that they were employed in as many as 67 mills and logging camps in Washington and numbered about 2,240. At that time there were also a few employed in mills and logging camps in Oregon.

Most of the mills, however, have not employed Japanese, and the prejudices against them have prevented them from being employed as extensively as they otherwise would have been. In some cases, they have not been employed because of the race prejudices of the employer, but in more numerous instances because of the attitude of the employees, who almost invariably dislike the Japanese. In one instance 50 Japanese brought from Portland were not permitted to leave the train. In a second where they, at a lower wage, replaced Italians, the Japanese found it difficult to live in the community. Evidences of hostility have been found elsewhere, but in most places they have not been open. Yet the antagonism has been effective in preventing the Japanese from gaining entrance to some of the mills and from finding employment, other than the least remunerative, in most of the mills where they have been employed.

The last to find employment in the lumber industry was the East Indian race, which, beginning three years ago, was employed in considerable numbers in the mills between Tacoma and Bellingham, Wash. The men came from British Columbia, where they had been employed in the same industry. When they obtained work in Washington at much higher wages than they had received in Canada, they apprised others of the fact, and in this way a large immigration was begun. But their employment was of short duration in several instances, primarily because of the hostile attitude of the white workmen. At the time of the investigation, they were found employed in six of the mills visited, four about Tacoma, one at Grays Harbor, and one at Astoria.

The prejudice against the East Indians has been very much stronger than against the Japanese. It is partly mere race feeling, partly due to dislike of East Indian dress, religion, and manner of living, but more attributable to the fact that they were cheap laborers in British Columbia and had been employed as strike breakers (in railroad work) in Tacoma, with the result that their competition, added to that of the Japanese, was feared.

At Bellingham, where most of the East Indians were employed, there was rioting against them. For fear of bodily injury they left the community. Employers elsewhere, partly because of this experience, have very generally discriminated against them by refusing to employ them, with the results already indicated.

RATES OF EARNINGS OF THE SEVERAL RACES.

The places which these races occupy in the labor force are best discussed in connection with the rate of earnings.

For complete data relating to earnings of the various races see General Table 215. In the following table the races have been grouped and the percentage of each group earning each specified rate is indicated.

TABLE 5.—*Per cent of male employees 18 years of age or over earning each specified amount per day, by general nativity and race or race group.*[a]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.								
		$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father	741	0.1	0.1	0.8	13.1	39.8	22.3	12.3	5.3	6.2
Native-born of foreign father	348	.0	.3	1.1	11.8	43.1	21.6	11.2	3.4	7.5
Total native-born	1,089	.1	.2	.9	12.7	40.9	22.0	11.9	4.7	6.6
Foreign-born:										
English-speaking	237	.0	.0	2.1	15.2	36.7	17.7	12.7	5.9	9.7
Finnish and Russian	212	.0	.0	.5	20.8	66.5	8.0	2.8	1.4	.0
Japanese	227	.4	33.5	37.0	19.8	8.4	.9	.0	.0	.0
North European[b]	155	.0	.0	.0	24.5	41.9	22.6	5.8	3.9	1.3
Scandinavian	692	.0	.0	1.3	18.4	55.9	13.9	5.5	3.0	2.0
South European	185	.0	.5	20.5	41.1	20.5	2.7	13.5	1.1	.0
Races from Austria-Hungary and neighboring countries	228	.0	.0	3.9	54.4	36.8	3.9	.9	.0	.0
Miscellaneous	50	.0	.0	20.0	14.0	36.0	12.0	6.0	8.0	4.0
Total foreign-born	1,986	.1	3.8	7.9	25.0	42.2	10.7	5.7	2.5	2.1
Grand total	3,075	.1	2.6	5.4	20.7	41.8	14.7	7.8	3.3	3.7

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

Attention may be called first of all to the fact that 70.6 per cent of the employees earned less than $2.50 and 29.5 per cent $2.50 or over per day. The earnings of foremen and of the clerical help have not been included in the tabulation. Had they been included the latter percentage would have been somewhat larger.

To aid in a comparison of the earning of the several groups of races the following table, showing the percentages earning less than $2.50 per day, is presented.

Table 6.—*Per cent of male employees 18 years of age or over earning less than $2.50 per day, by general nativity and race or race group.**

General nativity and race or race group.	Per cent earning less than $2.50 per day.
Native-born of native father	53.9
Native-born of foreign father	56.3
Total native-born	54.8
Foreign-born:	
English-speaking	54.0
Finnish and Russian	87.8
Japanese	99.1
North European [a]	66.4
Foreign-born—Continued.	
Scandinavian	75.6
South European	82.6
Races from Austria-Hungary and neighboring countries	95.1
Miscellaneous	70.0
Total foreign-born	79.0
Grand total	70.6

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

Thus we find that there is little difference between the natives and the English-speaking foreign-born; that the miscellaneous north European group, largely German, ranks somewhat lower; that the Scandinavian races rank still lower and are followed by Finns and Russians and the south European races, between whom there is little difference; that the Austro-Hungarian races and races from neighboring countries rank a little below these, and that the Japanese are lowest in the scale, with all but a fraction of 1 per cent earning less than $2.50 per day. However, if we consider those who earn less than $1.75 per day, the south Europeans and Japanese are found to embrace 144 of the 166 and to be far the lowest-paid races. If, on the other hand, we consider those who earn more than $3.50 per day, it is found that the percentage of the native-born (11.3) is exceeded by that of the English-speaking foreign-born (15.6), and that the Scandinavians (with 5) and the miscellaneous north Europeans, largely Germans (with 5.2), rank much lower. The number of the Finns and Russians and south Europeans who earn more than $3.50 per day is negligible, while no Austro-Hungarians and races from neighboring countries or Japanese earn as much as that per day.

These differences are explained largely by differences in the occupations followed by the members of the several groups, but to a less extent by discrimination in the wages they are paid. These may be considered in the order mentioned.

OCCUPATIONS OF THE SEVERAL RACES.

A rough tabulation of the employees of 23 lumber companies has been made so as to show the occupational distribution of the more important races. The results are presented in the table following.

TABLE 7.—*Number of employees in 23 lumber companies, by occupation and general nativity and race or race group.*

General nativity and race or race group.	Number reporting complete data.	Number within each specified occupation.																		
		Unskilled occupations.				Skilled occupations.														
		Laborer.	Oiler.	Teamster.	Total.	Marker and tallyman.	Grader and inspector.	Feeder.	Sawyer.	Trimmerman	Edgerman.	Machinist.	Millwright.	Blacksmith.	Filer.	Fireman.	Engineer.	Carpenter.	Other occupations.	Total.
Native-born	1,068	444	13	74	531	43	15	26	47	18	10	22	23	10	31	27	36	18	212	537
Foreign-born:																				
Canadian (other than French)	90	33		3	36	7		3	13			3	9	3	7	1	3	2	12	63
Finnish	138	119		5	124	1		1	1	3			2					1	5	14
Greek	95	94		1	95						1									1
Italian	59	53		4	57	1		1												2
Japanese	237	204	2	5	211	1	1	4		7	2							1	10	26
North European[a]	385	226	1	13	240	7	6	5	15	6	2	6	8	6	2	6	10	10	56	145
Russian	64	53		5	58		1							2		1			2	6
Scandinavian	747	483	4	27	514	37	14	6	14	13	8	7	11	9	3	9	7	9	70	233
Turkish	7	7			7															
Races from Austria-Hungary and neighboring countries	225	210	3	2	214	1	1	1	2							2			4	11
Total	3,115	1,926	23	139	2,087	97	38	47	93	47	23	38	53	30	43	46	56	41	377	1,028

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

The percentages of the several races working as laborers, oilers, and teamsters, all positions requiring little or no skill and paid the lowest wages, are as follows:

Natives	50.2
Canadians	36.4
Scandinavians	70.1
Finns	90.0
Russians	90.6
North European [a]	62.3
Italians	96.6
Greeks	99.0
Races from Austria-Hungary and neighboring countries	95.1
Japanese	89.0

The other occupations except that of helper, which, unfortunately, could not be separated, require experience or skill and are better remunerated. While about one-third of the employees are in the skilled trades, only about 30 per cent of the Scandinavians and a very much smaller percentage of the Russians, Finns, Greeks, Italians, Austro-Hungarians, and races from neighboring countries, and Japanese are so engaged. The percentage for Japanese (11) is high for the one mill in which they are employed to any great extent save as common laborers, has been included in the tabulation.

The differences thus indicated are easily explained. Excluding the Canadians and some of the north Europeans, especially the English and Scotch, most of the immigrants are unskilled laborers when they arrive in the United States. Making allowance for the immigrants who are skilled workmen, we find a general correspondence between the position occupied in the lumber industry and the length of time the men have lived in the United States. The latter is indicated for the several groups of races in the table following.

TABLE 8.—*Number and per cent of foreign-born employees in the United States each specified number of years, by race or race group.*

Race or race group.	Number reporting complete data.	Number in the United States each specified number of years.				Per cent in the United States each specified number of years.			
		1 to 4.	5 to 9.	10 to 19.	20 or over.	1 to 4.	5 to 9.	10 to 19.	20 or over.
English-speaking	259	52	38	34	135	20.1	14.6	13.1	52.1
Finnish and Russian	212	114	62	19	17	53.8	29.2	9.0	8.0
Japanese	231	129	73	28	1	55.8	31.6	12.1	.4
North European [a]	168	53	14	23	78	31.5	8.3	13.7	46.5
Races from Austria-Hungary and neighboring countries	231	175	37	8	11	75.8	16.0	3.5	4.7
South European	193	128	42	12	11	66.3	21.8	6.2	5.7
Scandinavian	763	289	180	107	187	37.9	24.5	14.0	23.6
Miscellaneous	56	16	13	22	5	28.6	23.2	39.3	8.9
Total	2,113	956	459	253	445	45.2	21.7	12.0	21.0

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

The briefest examination shows the close relationship which exists between the industrial work of a race and the length of time its members have been in the United States. The larger the percentage of recent immigrants, the larger the percentage in the least remunerative occupations. A tabulation of earnings by length of residence in the United States shows a marked difference in the distribution of those who have been in the United States less than five, from five to nine, and for ten years or over. The progress of the

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[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

Irish, Scotch, Scandinavians, Germans, and South Italians is especially noteworthy, that of the Finns, Russians, and Dalmatians less so. The Greeks and Japanese are the only races which show little advance, but the former have been in the industry for too short a time and the latter have not had the opportunity extended to the members of the white races. In other words, length of residence and experience and the percentage of skilled immigrants being allowed for, there seems to be little difference among the numerically important white races engaged in the lumber industry of the Northwestern States.

DISCRIMINATION IN WAGES PAID AND UNDERBIDDING.

But, as already indicated, the lower earnings of some races are partly explained by the fact that they are paid less than the usual scale for the occupations in which they are engaged. This is particularly true of the Japanese and East Indians, and less conspicuously true of the Italians and Greeks. The other races have not suffered from discrimination in the wages paid. Though the new men are frequently paid less than those with more experience, they have, with the exception of the races indicated, been paid "white men's wages."

Except among the Greeks, Italians, and Japanese, the number of employees earning less than $1.75 per day is insignificant. That a considerable percentage of the first two races do earn less than that sum is explained by the fact that in a few mills they are paid a lower rate than other white men. But this is exceptional. In the vast majority of the mills, they are paid the same rate or rates as all other white men—from $2 to $2.25 per day.

This is not true of the Japanese. Though they now are paid at a higher rate than when they were first employed in any considerable numbers, the Japanese invariably receive less than the laborers of other races doing the same kind of work. Without exception they are the lowest paid men in the lumber industry. While white men are paid $1.75, $2, and $2.25 as common laborers, Japanese are paid $1.50, $1.60, $1.75, and rarely $2, and in one mill employing a large number of them they receive only $1.25 per day. Of 205 Japanese common laborers, 76 were paid $1.25, 84 $1.50 or $1.60, and 45 $1.75 per day. Nineteen more were paid $2 or $2.25 per day for difficult labor and semiskilled work. In one mill they serve as trimmers, edgermen, planing-mill feeders, lumber graders, lathe-mill men, and carpenters. The wages for the several occupations are $1.65 and $1.75, $2, $1.75, $1.75, $2, and $2 per day, respectively. In another mill the corresponding figures for white men engaged in the first four occupations are $2.75, $3.50, and $3.75, $2.75, and $3, respectively. It should be added, however, that the Japanese always receive free lodging in rough unfurnished bunk houses, accommodations such as the Greeks in one instance pay for at the rate of $1 per month. But, allowance made for this, the scale of wages for Japanese is, and always has been, much lower than for white men.

The East Indians, for whom few data are found in the earnings table referred to heretofore, have usually been paid from $1.50 to $2. In collecting schedules for East Indians 53 were found who were employed in the mills covered by this investigation. Of these 53, 1 was paid $1.50, 3 $1.55, 16 $1.60, 17 $1.65, 6 $1.70, 2 $1.75, 2 $1.80, 3 $1.85, and 3 $2 per day. The average wage was $1.67. In a few instances, in spite of their willingness to work for any wages offered, they have been paid the same as white men, lest the latter should object on the ground that the wage scale was being undermined. As a rule, however, their wages have been less than for white men employed as common laborers.

Most of the Japanese and all of the East Indians entered the lumber industry at a time when it was difficult to get enough men to do the rougher and heavier work. In no instance known were the East Indians used to undermine the existing wage scale or to replace striking lumbermen, and in only one known instance have the Japanese replaced white laborers in a body and at a lower wage. In this instance the employer states that because of the drunkenness and unreliability of his Americans and Scandinavians he had had three crews in six months. Tiring of this rapid change in his force, he employed Japanese for all but the most highly skilled positions and has since found no reason to make a further change.

While the conditions have been such that the Japanese and East Indians, working for less wages, have not undermined the existing wage scale, no doubt their presence, like that of the new immigrants from Europe, has caused wages of unskilled laborers to remain lower than they would otherwise have been. The partial replacement by Asiatics has been at a lower wage, but the wages of non-Asiatics have not been reduced.

YEARLY EARNINGS AND OCCUPATIONS BEFORE COMING TO UNITED STATES.

The year's earnings were obtained for 160 men employed in lumber mills near Seattle and Tacoma. The distribution of the members of the several races or groups of races, by size of earnings, the average and the median earnings are given in the table next presented.

TABLE 9.—*Yearly earnings (approximate) of foreign-born males 18 years of age or over, by race or race group.*

Race or race group.	Number working for wages and reporting amount.	Average earnings.	Median earnings.	Number earning—										
				Under $100.	$100 and under $150.	$150 and under $200.	$200 and under $250.	$250 and under $300.	$300 and under $400.	$400 and under $500.	$500 and under $600.	$600 and under $700.	$700 and under $800.	$800 and under $1,000.
East Indian	38	$451	$531	....	....	....	3	1	7	5	21	1	....	....
Finnish	7	601	572	....	....	....	....	....	1	....	3	1	2	....
German	7	522	559	....	....	....	....	1	....	1	4	....	1	....
Greek	12	558	546	....	....	....	....	....	....	....	12	....	....	....
Japanese	48	516	515	....	....	1	....	1	4	13	22	2	5	....
Scandinavian	24	636	624	....	....	....	....	....	....	4	7	3	7	3
Races from Austria-Hungary and neighboring countries	24	518	577	....	1	....	2	2	1	....	7	9	1	1
Total	160	....	....	....	1	1	5	5	13	23	76	16	16	4

The figures given are readily interpreted in the light of the above discussion. However, when earning power is considered, due allowance must be made for differences in the length of time employed during the twelve months. The averages for the several races are approximately as follows:

	Months.
Greeks	11.7
Japanese	11.2
Scandinavians	11
Finns	10.7
East Indians	10.2
Germans	10
Races from Austria-Hungary and neighboring countries	9.8

The distribution of the several races by the number of months employed is shown in the following table:

Table 10.—*Number of foreign-born males 18 years of age or over who worked each specified number of months during the year, by race or race group.*

Race or race group.	Number reporting complete data.	Approximate average time worked.	Number who worked each specified number of months.								
			Under 3.	3 and under 6.	6 and under 7.	7 and under 8.	8 and under 9.	9 and under 10.	10 and under 11.	11 and under 12.	12.
East Indian	39	10.2	1		4	2	4	1	4		23
Finnish	9	10.7				1			3	1	4
German	8	10.0				1	1	1	2		3
Greek	12	11.7								4	8
Japanese	50	11.2			1			1	10	13	25
Scandinavian	24	11.0					2	2	4	1	15
Races from Austria-Hungary and neighboring countries	24	9.8		3	3				3	1	14
Total	166	10.9	1	3	8	4	7	5	26	20	92

EXPLOITATION OF LABORERS.

There is very little exploitation of immigrant laborers in the lumber industry. As a general rule, men are employed individually as they apply for work at the mills. The only general exception to this was during the very prosperous times of 1906–7, when many of the lumbermen were compelled to have recourse to employment agencies in Seattle, Tacoma, Portland, and elsewhere. In a few instances "gangs" of a given race have been hired together. This has been true of the Japanese in every instance where they are employed. They are obtained either through a "bookman" or "boss" in the employ of the company or through a Japanese "contractor" or agency. A commission is paid by the men. That collected by the Japanese contractors is usually $1.50 without any commission on wages earned.

Occasionally other races are employed in large groups. This was found to be true of the Russians in one mill and of Italians and Greeks in a few cases. What arrangement there was among the members of the groups in these instances is unknown. The employers disclaim knowledge of any arrangement whatever.

The East Indians invariably go about in search of employment in groups. Like the Japanese, they have a "head man" through whom they deal with the employer. This head man, however, ordinarily does not receive any remuneration for serving the group in that capacity.

Aside from the bunk houses provided for the Japanese, a matter already referred to, few of the lumber companies provide houses or lodging for their employees. The 15 per cent or less which do, rent these, water and fuel included, at comparatively low prices. At no place investigated was any extensive exploitation practiced.

About two-thirds of the mills investigated in Washington and Oregon provide for hospital treatment in cases of both sickness and accident, deducting 50 cents or $1 per month from the earnings of every employee to cover the expense of the services given. A very few provide for free treatment in case of accident. In a few instances insurance is provided. One company, making a deduction of 75 cents per month from the earnings of each man on the pay roll, in cases of accident gives free hospital treatment and pays half wages for a period of not to exceed thirteen weeks. Another, collecting $1.50 per month, gives free hospital service in cases of sickness or accident and pays $1 per day for a limited period while out of work. A third, deducting $1 per month, gives one-half pay in cases of inability to work on account of accidents sustained. While in a few instances the deductions more than cover the cost of the service provided, in some cases the contrary is true. Very little exploitation is attempted in this connection.

THE SEVERAL RACES AS LABORERS.

Turning to the testimony of the employing class with reference to the value of the different races engaged in the lumber industry, very little preference is expressed as between Americans, English-Canadians, English, Scotch, Germans, and Scandinavians for skilled work and positions of responsibility. The other races of numerical importance have not yet advanced to the point where they are considered in this connection.

As laborers the native element finds little favor, largely because intemperate and not inclined to be faithful to the work. The Scandinavians, on the other hand, find great favor. In at least seven cases in ten they are preferred for the common labor and semiskilled work. They are strong and well adapted to the climate of the Northwest, are industrious, adaptable, and progressive. The only complaint, and it is rather general, is that the numerous sailors among them are much given to drink.

The other races of north Europe, the English, Scotch, Germans, Finns, and Russians, are generally a second choice. The Finns are very much valued for their willingness to work exposed to the rough winter weather. In some cases, however, the Austrian races, and especially the most numerous class of Dalmatians, are ranked second to the Scandinavians. The Montenegrins have found little favor in some places and are employed only in times of a labor shortage.

The Greeks and Italians are usually regarded as a third or fourth choice among the several races. The Italians do not like work of this kind and soon leave it for truck or fruit farming or to work in Italian gangs. The Greeks are still less satisfactory. They are not used to the work, are not particularly industrious, are not very tractable, and are clannish. In some cases they are not employed at all save when other laborers are difficult to get, while in a few instances the prejudice against them is so strong that they are not employed at all.

The majority of employers have not employed Japanese at all and will not do so. Investigation, however, brought out the fact that where they had been employed, they were satisfactory at the lower wage which they were paid. Though such instances may well exist, none was found in which the Japanese had been employed but discharged because they proved unsatisfactory to the employer. While they are not so strong as the other races, the East Indians excepted, they have been willing to work under almost any conditions, are industrious, fairly intelligent, and tractable. In only one known instance have they gone on strike for higher wages. Working under a "boss," their general ignorance of English is no serious handicap to them as common laborers. Their sobriety is frequently commended. Furthermore, they are not inclined to "move on" after pay day, as many of the white laborers are. One employer states that as laborers they are "far superior to such natives as may be had for that kind of work." Two others prefer them to Americans and Scandinavians, while a third regards them as equal to the Italians as laborers, but somewhat inferior to the Scandinavians, Germans, and Americans. However, the fact that Japanese were employed when there was more or less of a public opinion opposed to their employment, must be taken into consideration when weighing this testimony.

At present there is a very general refusal to employ East Indians. As already explained, this is largely due to the hostility shown toward them by the white laborers, but in some instances they were found to be unsatisfactory and for that reason are not desired.

One employer of East Indians who had been soldiers in the British Army found them to be strong, industrious, and the most sober of all the races. They were unadaptable and unprogressive, however, and could do only the rougher kinds of work. As common laborers he found them to be less desirable than the Swedes and Norwegians but more desirable than the Americans employed. A second employer's experience is to the same effect, though he found difficulty in giving orders to the East Indians because of their limited knowledge of English. A third ranked them as the most desirable employees after Americans, Scandinavians, and Germans. A fourth found them to be industrious and temperate but so slow of comprehension that he regards them and the Montenegrins as the least desirable of the many races he has employed. Two more testify to the same effect, while another found them too weak physically to do the heavy work required.

Because of race clannishness and race antipathies and the necessity of using interpreters for some of the foreign laborers, it is a general custom to segregate certain races when employed in considerable numbers as laborers. This applies particularly to the East Indians and Japanese, but to a less extent to Greeks, Italians, and some of the Austro-Hungarian races. Whenever such separation is practiced, it diminishes the flexibility of the force, thereby decreasing the efficiency and value of the races so separated.

SOCIOLOGICAL CONSIDERATIONS.

POLITICAL STATUS OF FOREIGN-BORN.

The Japanese may not become citizens of the United States by process of naturalization and must therefore remain aliens. Nor could the approximately 45 per cent of the other races residing in the United States less than five years, if immigrating when of age, have become naturalized because of the five years' residence requirement. But many of those who suffer no race disability, who have been in this country for five years or over and were 21 years of age at the time of coming, because of ignorance of English or of American institutions, or because of disinclination, have not become American citizens.

The details for this class are found in General Table 218. Summarized by groups of races they are presented in the following table. The percentages for the aliens, those having first papers and those having second papers, are given so that the several groups may be readily compared.

Table 11.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race or race group.*

Race or race group.	Number reporting complete data.	Number—			Per cent—		
		Aliens.	Having first papers only.	Fully naturalized.	Aliens.	Having first papers only.	Fully naturalized.
English-speaking	83	27	16	40	32.5	19.3	48.2
Finnish and Russian	57	22	27	8	38.6	47.4	14.0
North European[a]	51	7	14	30	13.7	27.5	58.8
Scandinavian	257	29	107	121	11.3	41.6	47.1
South European	40	20	14	6	50.0	35.0	15.0
Races from Austria-Hungary	31	19	5	7	61.3	16.1	22.6
Miscellaneous	16	10	2	4	62.5	12.5	25.0
Total	535	134	185	216	25.0	34.6	40.4

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

CONJUGAL CONDITION AND LOCATION OF WIFE.

The conjugal condition of the 3,412 employees reporting complete data and the location of the wives of the 968 foreign-born who were married and reported complete data, are shown in the tables next presented.

TABLE 12.—*Number and per cent of employees in each conjugal condition, by general nativity and race or race group.*

General nativity and race or race group.	Number reporting complete data.	Number who are—			Per cent who are—		
		Single.	Widowed.	Married.	Single.	Widowed.	Married.
Native-born of native father	857	340	32	485	39.7	3.7	56.6
Native-born of foreign father	441	222	13	206	50.3	2.9	46.7
Total, native-born	1,298	562	45	691	43.3	3.5	53.2
Foreign-born:							
English-speaking	260	105	14	141	40.4	5.4	54.2
Finnish and Russian	213	120	3	90	56.3	1.5	42.2
Japanese	231	134	1	96	58.0	0.4	41.6
North European [a]	168	53	8	107	31.6	4.7	63.7
Races from Austria-Hungary and neighboring countries	231	108	6	117	46.8	2.6	50.6
Scandinavian	761	422	23	316	55.5	3.0	41.5
South European	192	115	3	74	59.9	1.6	38.5
Miscellaneous	58	23	5	30	39.6	8.6	51.7
Total foreign-born	2,114	1,080	63	971	51.1	3.0	45.9
Grand total	3,412	1,642	108	1,662	48.1	3.2	48.7

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

TABLE 13.—*Number and per cent of foreign-born husbands who report wife in the United States, by race of husband.*

Race of husband.	Number reporting complete data.	Number who report wife in United States.	Per cent who report wife in United States.
English-speaking	141	138	97.9
Finnish and Russian	90	72	80.0
Japanese	96	34	35.4
North European [a]	107	92	86.0
Races from Austria-Hungary and neighboring countries	116	35	30.2
Scandinavian	315	281	89.2
South European	73	34	46.6
Miscellaneous	30	25	83.3
Total	968	711	73.5

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

As would be expected under the circumstances, a larger percentage of the natives than of the foreign-born are married. A little more than 54 per cent of the latter are either single or widowed. The proportions by age groups for the several races will be found in General Table 219.

Of the 968 wives of the foreign-born, 711, or 73.5 per cent, are reported as being in the United States. The percentages of wives accompanying their immigrant husbands from Canada and north European countries, the immigrants from which are largely permanent "settlers," are large, while those of wives accompanying immigrant husbands from south Europe, Austria-Hungary, and Japan, where most of the recent immigrants are not of the class of permanent "settlers," are small. The percentage for the Japanese, it may be added, is abnormally large because more than a fair proportion of the data for that race was collected near Seattle, where most of the Japanese women of that State are found.

LITERACY.

A great deal of significance is attached to the matter of literacy in connection with immigration. The following table summarizes, by groups, the total number reporting with regard to reading and writing some language. The details for each race will be found in General Table 221.

TABLE 14.—*Literacy of male employees, by general nativity and race or race group.*

General nativity and race or race group.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father	864	860	860
Native-born of foreign father	447	441	441
Total native-born	1,311	1,301	1,301
Foreign-born:			257
English-speaking	261	258	194
Finnish and Russian	212	198	226
Japanese	231	227	162
North European [a]	168	162	191
Races from Austria-Hungary and neighboring countries	229	193	758
Scandinavian	763	760	167
South European	192	179	45
Miscellaneous	56	45	
Total foreign-born	2,112	2,022	2,000
Grand total	3,423	3,323	3,301

[a] Not including the Finnish, Russian, Scandinavian, and English-speaking races.

Of the foreign-born employed in lumber mills for whom data were collected about 4.2 per cent could not read any language. The corresponding percentage for the native-born was less than eight-tenths of 1 per cent. The percentages of illiterates among the several groups of foreign-born were as follows:

English-speaking	1.1	South Europeans	6.8
Scandinavians	0.4	Races from Austria-Hungary and neighboring countries	15.7
Finns and Russians	6.1	Japanese	1.7
Other north Europeans	3.6		

Within the several groups very little difference is found between the several races which have any numerical importance.

USE OF ENGLISH.

The ability to speak English is a matter of great importance, for it increases industrial efficiency and assists in the process of assimilation. It is also in a way a measure of the degree of assimilation which has taken place.

The ability to speak English, by years in the United States, is presented in detail in General Table 222. The table following summarizes the data by groups of races.

TABLE 15.—*Number and per cent of foreign-born male employees who speak English, by years in the United States and race or race group.*

[This table includes only non-English-speaking races.]

Race or race group	Total.			In United States under 5 years.			In United States 5 to 9 years.			In United States 10 years or over.		
	Number reporting complete data.	Number who speak English.	Per cent who speak English.	Number.	Number who speak English.	Per cent who speak English.	Number.	Number who speak English.	Per cent who speak English.	Number.	Number who speak English.	Per cent who speak English.
Finnish and Russian	212	148	69.8	114	63	55.3	62	49	70.0	36	36	100.0
Japanese	231	86	37.2	129	42	32.6	73	26	35.6	29	18	62.1
North European[a]	168	158	94.0	53	46	86.8	14	14	100.0	101	98	97.0
Races from Austria-Hungary and neighboring countries	229	143	62.4	172	92	53.5	38	32	84.2	19	19	100.0
Scandinavian	763	680	89.1	289	219	75.8	180	173	96.1	294	288	98.0
South European	192	107	55.7	128	55	43.0	41	30	73.2	23	22	95.7
Miscellaneous	56	48	85.7	16	9	56.3	13	12	92.3	27	27	100.0
Total	1,851	1,370	74.0	901	526	58.4	421	336	80.0	529	508	96.0

[a] Not including the Finnish, Russian, and Scandinavian races.

It may be stated that no striking differences will be found between races in the same group.

The percentages for the several groups require little comment. It may be said, however, that the percentages for the "total number who speak English" have interest only in themselves and can not be fairly compared with each other unless differences in the length of time the races for which they stand have been in the United States. Comparisons can be made very properly between the other percentages. If this is done it will be found that the "Other north European" group, largely Germans, have made the most rapid progress in learning to speak English. The Scandinavians, owing to the very large Scandinavian population, which makes it easy for those races to find associates without being able to speak English, do not stand as well as the Germans, but rank next in the progress made. Next in order are the Finns and Russians and the Austro-Hungarian races which have made about the same progress. In all cases the advance has been rather slow. The Russians are frequently employed in "gangs" consisting of members of that one race. This is equally true of the Austrian races. The Finns are clannish. At the same time a smaller percentage of all those races have their families with them in the United States, thus losing the assistance which would be received from the children who learn a new language most readily. The Greeks and Italians have made still less progress and for much the same reasons. They are even more generally employed in "gangs," and live in groups exclusively of their own race, are clannish, and have their families with children of school age with them in comparatively few cases. Furthermore, there is frequently an aversion to the Greeks and Italians on the part of the other white races. Because of this, or of clannishness on their part, or both, there is seldom free association between the Greeks and Italians and the north European and native races.

The Japanese are lowest in the scale shown by the foregoing table. Their work is almost always obtained through a contractor, they work under a Japanese "boss," orders are usually given through an interpreter, they live in a group, are disliked and not desired as associates by the other races, are usually without children in attendance upon the public schools, and are particularly fond of reading Japanese papers published in this country. Yet perhaps they devote more time than any other race to an attempt to master English. The differences between the languages are great, however, and owing to the combination of circumstances indicated, their progress has been slow.

In a detailed study of families, data were secured for 59 East Indians employed in the lumber mills. Of 57 who had been in the United States less than five years, 43 could, 14 could not, speak English. The 2 who had been here from five to nine years could both speak the English language. However, no fair comparison can be made between them and the other non-English-speaking races, least of all between them and the Japanese. Many of the East Indians had been in the British army prior to coming to the United States and had had an opportunity to learn the English language, while all had doubtless been in British Columbia for from two to four years before coming to the United States.

Of all races employed in the lumber mills, the East Indians have the largest percentage of illiteracy. Nineteen reported that they could read and write, while 40, or more than two-thirds, could not.

NOTES ON SHINGLE MILLS.

Many of the lumber mills manufacture shingles as well as lumber. There are also a great many independent shingle mills. In Washington, alone, 417, said to employ some 14,000 men, are reported.[a] In Oregon the industry is of very much less importance. The manufacture of shingles has shifted from Michigan and other States in the Middle West to these States, and especially to Washington, with the result that, roughly, two-thirds of the entire output of the United States is now produced there.

Most of the laborers in the shingle mills are native Americans and north Europeans belonging to what may be called the older immigration. Many of them have moved west as the industry has been relocalized, others have been apprenticed in the West. Few of the newer immigrants, and particularly few from middle and southern Europe and Japan, have found employment in the industry.

That few persons belonging to the newer European immigration are employed in shingle mills is easily explained. Shingle weaving is of such a character that it should be learned when the weaver is young. Consequently the system of apprenticeship obtains. The work is on a piece basis. Good wages can be made only by those who acquire skill and speed in the trade. The newer immigrant classes are usually adult men who can make more in other employments than while learning this trade and are really too old to become apprentices. A second fact of importance is that the mills are small, averaging perhaps 30 men each. The newer immigrants prefer to work in groups of their own countrymen, which is almost impossible in such small establishments. The trade is also strongly unionized, but how much resistance the union would offer to the employment of some of the newer immigrant races it is difficult to say.

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[a] Washington Bureau of Statistics, Agriculture, and Immigration, Review of the Resources and Industries of Washington, 1907, Statistical Appendix, p. 31.

In contrast to the shingle mills of British Columbia, those of Washington and Oregon employ few Japanese.[a] Japanese have been employed in a few instances, but the opposition of the Shingle Weavers' Association has usually caused them to be discharged.[b] It is asserted that of the more than 400 mills in Washington, only 2 now have Japanese employees.[c]

In a few instances Japanese, thus prevented from working in "American establishments," have started mills of their own in Washington. Recently one has been opened in Oregon by a large Japanese corporation of Portland. That such instances have been few is explained partly by the comparatively large capital required to start a mill and to gain and maintain control of the timber required, partly by the unfortunate experience of one investor whose mill was destroyed by fire.

Timber land in Washington commands a high price and the taxes levied under the general property tax are heavy. The ready capital required is too large for the Japanese to supply except in a few cases. A few years ago a Japanese mill in Washington was destroyed by fire. The origin of the fire is in doubt but since then it has been impossible for Japanese in Washington to obtain insurance on such property. Without insurance investment is so hazardous as to be unattractive to Japanese with the necessary capital.

For these reasons the Japanese have made no headway in the shingle industry. Though there may be other Japanese mills in the Northwestern States, only the one in Oregon is known to exist at the present time.

[For General Tables of this report see pp. 465 to 714.]

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[a] For the employment of Asiatics in British Columbia, see report of Mr. Housley in Tariff Hearings, Committee on Ways and Means, 60th Cong., 1908-9, Vol. III, p. 3171 et seq.

[b] Statement of officers of the association, Seattle, Wash., May, 1909.

[c] Tariff Hearings, op. cit., p. 3168.

PART VI.—IMMIGRANT LABOR IN OTHER INDUSTRIES IN THE WESTERN STATES.

PART VI.—IMMIGRANT LABOR IN OTHER INDUSTRIES IN THE WESTERN STATES.

CHAPTER I.

IMMIGRANT LABOR IN THE MANUFACTURE OF CEMENT.

[For General Tables see pp. 708 to 711.]

INTRODUCTION.

The production of cement in the Western States, while not very important with regard to the value of the output, presents some conditions which are worthy of note from the point of view of immigration. In 1908 ten plants manufacturing Portland cement were in operation, 4 in California, 2 in Washington, 2 in Utah, 1 in Colorado, and 1 in Arizona.[a] Agents of the Commission investigated 7 of these, 4 in California, 2 in Washington, and 1 in Colorado. Personal data were secured from 1,348 employees, of whom 922 were working in California, 299 in Colorado, and 127 in Washington.

RACES EMPLOYED.

An unusually large number of races find employment in cement works. Among the employees for whom data were secured 43 races were represented. The following table shows the number of each race reported, and the percentage of the total.

TABLE 1.—*Male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	Per cent distribution.	General nativity and race.	Total number.	Per cent distribution.
Native-born of native father:			Foreign-born, by race—Cont'd.		
White	241	17.9	English	25	1.9
Negro	40	3.0	German	30	2.2
Native-born of foreign father, by country of birth of father:			Greek	46	3.4
England	19	1.4	Irish	25	1.9
Germany	38	2.8	Italian, North	170	12.6
Ireland	36	2.7	Italian, South	122	9.1
Other countries[b]	34	2.5	Mexican	155	11.5
Total	127	9.4	Montenegrin	15	1.1
Total native-born	408	30.3	Norwegian	18	1.3
Foreign-born, by race:			Portuguese	63	4.7
Bulgarian	16	1.2	Russian	22	1.6
Canadian (other than French)	18	1.3	Servian	15	1.1
Dalmatian	38	2.8	Spanish	41	3.0
			Swedish	22	1.6
			Other races[c]	99	7.3
			Total foreign-born	940	69.7
			Grand total	1,348	100.0

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[a] U. S. Geological Survey. Mineral Resources 1908, Pt. II, p. 442.

[b] Includes 10 other countries.

[c] Includes 24 other races.

The majority of the 1,348 employees from whom data were secured were foreign-born, 69.7 per cent, as opposed to 30.3 per cent who were native-born. Furthermore, four-fifths of the foreign-born were of the races which constitute most of the recent immigration, namely, south Europeans,[a] east Europeans, and Mexicans. Only 146, or 15.5 per cent, of the immigrants employed were north Europeans. The races employed in greatest numbers were the North Italians with 12.6 per cent of the total number of employees, the South Italians with 9.1 per cent, and the Mexicans with 11.5 per cent. The most important, numerically, of the other races were the Portuguese, Greeks, Spanish, and Dalmatians. The majority of the native-born were whites of native father. However, 127 native-born of foreign father were reported, 13 different races being represented. Forty negroes were employed—all in Colorado. In Colorado natives and Italians were most numerously employed. In Washington the races which predominate are the South Italians and Greeks, while most of the Finns, Scandinavians, Bulgarians, Dalmatians and Montenegrins who were reported worked in this State. In northern and central California a considerable number of natives and north Europeans are used, supplemented by immigrants from south and east Europe. In southern California Mexicans, as well as the more recent European immigrants, are extensively employed.

RACE CHANGES.

The history of labor in the cement industry of the West is best presented by localities. The first plant was established in southern California in 1891. During the eighteen years of its operation there has been little change in the racial composition of the group of skilled laborers. Native-born Americans and immigrants from north Europe have always predominated in the more skilled occupations, and at the time of the investigation out of 36 skilled laborers and foremen 19 were native-born of native father, 14 were native-born of foreign father (largely from north Europe), and 3 were immigrants. The racial composition of the supply of common laborers, however, has radically changed. During the first four or five years after the inception of the industry Americans and English-speaking immigrants alone were used as laborers, but with the larger opportunities which were presented in other industries as the desert lands were developed the supply of laborers of this race group became inadequate. Mexicans were then tried and found to be satisfactory. Since their first employment their numbers have increased until at the time of the investigation nine-tenths of the common laborers were of that race. The rate of wages for laborers has remained constant, but the hours of labor have been reduced from eleven to ten per day. This fairly static condition has doubtless been made possible by the constant availability of immigrants willing to work for the customary wages. In no other plants were Mexicans extensively employed.

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[a] The terms north European, south European, and east European as used in this report include the following races:

North European:
  Danish.
  Dutch.
  English.
  Flemish.
  French.
  German.
  Irish.
  Norwegian.
  Scotch.
  Swedish.
  Welsh.
South European:
  Greek.
  Italian, North.
  Italian, South.
South European—Cont'd.
  Portuguese.
  Spanish.
  Swiss (race not specified).
East European:
  Bohemian.
  Bulgarian.
  Croatian.
  Dalmatian.
  Finnish.
  Herzegovinian.
  Lithuanian.
  Magyar.
  Montenegrin.
  Polish.
East European—Cont'd.
  Roumanian.
  Russian.
  Ruthenian.
  Servian.
  Slovak.
  Slovenian.
Other races:
  Canadian, French.
  Canadian, Other.
  Chinese.
  Japanese.
  Mexican.
  Syrian.
  Turkish.

The other three cement factories of California are located in the central part of the State. They have all been established since 1900, and in none of them have there been any notable race changes. One company has always employed natives and north Europeans chiefly, but a slight increase in the proportion of south and east Europeans used as common laborers has taken place during the last two or three years. Another plant has employed Italians, Greeks, and Portuguese chiefly as laborers, the skilled laborers and foremen being for the most part natives and immigrants from north Europe. At one time, however, this company tried Chinese, Japanese, and East Indians as laborers, but discharged them because of unsatisfactory work, and because of the friction which arose between them and other employees. A third factory which had been recently built employed an unusually large number of mechanics, some of whom were engaged in completing parts of the works. These men were very largely natives and north Europeans. Indeed, out of 111 skilled employees and foremen 95 were of this race group. On the other hand, four-fifths of the laborers were south or east Europeans. Japanese and Chinese were used as cooks and waiters, and a few were employed in the quarry.

The cement factory in Colorado from which data were secured began operation in 1902. At first Americans, Canadians, and north Europeans constituted the labor supply. These races have continued at work, but as the business has expanded new races have entered the field. In 1904, when the factories were enlarged, a number of negroes were employed, and in 1905 Slavs were drawn upon to supply the increasing demand for unskilled labor. Two years later (1907) Greeks were first given employment, and in 1908 a few Mexicans were hired. The introduction of these has not resulted in displacement of other races or caused friction between the races. As vacancies have occurred they have been filled with the laborers most easily secured.

The two cement plants investigated in Washington were in the same locality, and the races employed and the conditions of employment were in general the same. One plant was established in 1906, the other in 1908. Americans have been employed in the skilled and supervisory positions, but the rough unskilled work has fallen largely to south and east European immigrants, most numerous among whom are the North and South Italians, Bulgarians, Dalmatians, and Montenegrins. One company employed a small "gang" of 18 Japanese during the summer of 1907 as an experiment, but after a trial of a few weeks the South Italians whom they had displaced were reinstated. The work to which the Japanese were put involved the rapid tying and lifting of sacks of cement, weighing about 95 pounds each, for from eleven to thirteen hours per day. They were found to lack the physical strength and the deftness necessary for the work. Wages in this locality have remained practically stationary during the few years these plants have been in operation.

A comparison of the accounts of local race changes presented above develops the fact that in the entire field there has been evident a tendency for the unskilled work to be taken over more and more by the recent immigrants, because of the expansion of the industry or the gradual disappearance of the native and north European element. Little actual displacement or friction between races has occurred. With regard to hours and earnings of labor, the constant supply of cheap immigrant labor has served to check the advance of wages and the reduction of the hours of labor.

OCCUPATIONS OF RACES EMPLOYED.

As pointed out in the preceding section, the cement industry has come to depend more each year upon immigrant labor of the more recent type for its supply of unskilled workmen. At the time of the investigation, out of 1,057 general laborers from whom data were secured 808, or 76.4 per cent, were foreign-born, while 40, or 3.8 per cent, were negroes, leaving only 209, or 19.8 per cent, of the general laborers who were native-born whites. The number of each race employed in each of three occupation groups are presented in the table which follows.

Table 2.—*Number of male employees in each specified occupation group,*[a] *by general nativity and race.*

General nativity and race.	Total number.	Number who are—		
		General laborers.	Skilled laborers.	Bosses and foremen.
Native-born of native father:				
White	241	129	84	28
Negro	40	40		
Native-born of foreign father, by country of birth of father:				
Austria-Hungary	2	2		
Canada	9	5	4	
Chile	1	1		
England	19	10	5	4
Germany	38	23	13	2
Ireland	35	27	7	1
Mexico	3	3		
Netherlands	2	1		1
Norway	2	1	1	
Portugal	3	1	2	
Scotland	9	2	6	1
Spain	1	1		
Sweden	2	2		
West Indies	1	1		
Total	127	80	38	9
Total native-born	408	249	122	37

[a] The grouping used in this table is as follows: General laborers: Millstone man, lumber-mill man, lumberman, sack cleaner, sifter, cement tester, sack patcher, hoistman, fireman, miner, brakeman, teamster, operator, locomotive engineer, locomotive conductor, oiler, machinist's helper, blacksmith's helper, cook, waiter. Skilled laborers: Electrician, lineman, engineer, chemist, miller, carpenter, tool dresser, tool maker, motorman, driller, boiler maker, cement burner, car repairer, pipe fitter, craneman, rigger, molder, air-compressor operator. Bosses and foremen: Foreman, contractor, boss.

TABLE 2.—*Number of male employees in each specified occupation group, by general nativity and race*—Continued.

General nativity and race.	Total number.	Number who are— General laborers.	Skilled laborers.	Bosses and foremen.
Foreign-born, by race:				
Bosnian	1	1	....	....
Bohemian	1	1	....	....
Bulgarian	16	16	....	....
Canadian, French	3	1	2	....
Canadian, Other	18	7	9	2
Croatian	7	5	2	....
Chinese	5	5	....	....
Dalmatian	38	38	....	....
Danish	6	3	3	....
Dutch	2	2	....	....
English	24	8	13	3
Finnish	1	1	....	....
Flemish	1	1	....	....
French	5	5	....	....
German	29	15	14	....
Greek	46	46	....	....
Herzegovinian	1	1	....	....
Irish	26	18	6	2
Italian, North	170	148	20	2
Italian, South	113	109	14	....
Japanese	3	3	....	....
Lithuanian	1	1	....	....
Magyar	6	3	3	....
Mexican	155	154	....	1
Montenegrin	16	16	....	....
Norwegian	16	12	2	2
Polish	9	8	1	....
Portuguese	63	57	4	2
Roumanian	8	6	2	....
Russian	21	18	3	....
Ruthenian	2	2	....	....
Scotch	8	3	5	....
Servian	15	14	1	....
Slovak	10	10	....	....
Slovenian	7	7	....	....
Spanish	41	41	....	....
Swedish	21	15	6	....
Turkish	4	4	....	....
Syrian	1	1	....	....
Welsh	4	2	2	....
Swiss (race not specified)	1	....	1	....
Total foreign-born	935	808	113	14
Grand total	1,343	1,057	235	51

Not only were most of the general laborers foreign-born, but more than half of them, 53.6 per cent, were from south and east European countries. If to these be added the 40 negroes and the 154 Mexicans, races which are usually found in the most unskilled branches of industry, the group constitutes 72 per cent of the total number of general laborers reported. These figures show that the cement industry practically depends upon immigrants from south and east Europe and Mexico for its supply of common laborers. The races most largely employed as day laborers in the seven plants investigated were the North Italians, with 148, the South Italians, with 109, and the Mexicans, with 154, these three races furnishing 38.9 per cent of the total. The remainder were natives and immigrants of 37 races.

Most of the skilled laborers, on the other hand, were natives or north Europeans. Indeed, out of a total of 235 skilled laborers, 122 were native whites and 52 were north Europeans, making the combined figure for this group 174, or 74 per cent of the total. The only south or east European races which reported more than 4 of their number as skilled laborers, were the North Italians with 20 and the South Italians with 14. Most of these Italian skilled laborers were employed in a factory in California where Italians have been used in large numbers since the plant began operation in 1902. No Mexicans or negroes were employed at skilled labor, while 11 east European and 2 south European races which reported general laborers, were not represented in the skilled group.

More than half (28 of 51) of the supervisory force were native-born whites of native father, while 9 were native-born of fathers who immigrated from five north European countries. The remaining 14 were immigrants—2 English Canadians, 3 English, 2 Irish, 2 Norwegians, or 9 of the older type of immigrants, as opposed to 2 North Italians, 2 Portuguese, and 1 Mexican.

The proportions of the various races employed in each occupation group are shown in the table next presented.

Table 3.—*Per cent of male employees in each specified occupation group, by general nativity and race.*

General nativity and race.	Total number.	Per cent who are— General laborers.	Per cent who are— Skilled laborers.	Per cent who are— Bosses and foremen.
Native-born of native father:				
White	241	53.5	34.9	11.6
Negro	40	100.0		
Native-born of foreign father	127	63.0	29.9	7.1
Total native-born	408	61.0	29.9	9.1
Foreign-born:				
Bulgarian	16	100.0		
Canadian (other than French)	18	38.9	50.0	11.1
Dalmatian	38	100.0		
English	24	33.3	54.2	12.5
German	29	51.7	48.3	
Greek	46	100.0		
Irish	26	69.2	23.1	7.7
Italian, North	170	87.1	11.8	1.1
Italian, South	113	96.5	3.5	
Mexican	155	99.2		.8
Montenegrin	16	100.0		
Norwegian	16	75.0	12.5	12.5
Portuguese	63	90.5	6.4	3.2
Russian	21	85.7	14.3	
Servian	15	93.3	6.7	
Spanish	41	100.0		
Swedish	21	71.4	28.6	
Other races	97	78.3	21.7	
Total foreign-born	935	86.4	12.1	1.5
Grand total	1,343	78.7	17.5	3.8

A much larger percentage of the foreign-born than of the native-born were general laborers, 86.4 per cent of the former as opposed to 61 per cent of the latter. In fact, all of the Bulgarians, Dalmatians, Greeks, Montenegrins, and Spaniards were employed at unskilled work, while four other races reported more than nine-tenths of their numbers as so employed. These were the Mexicans with 99.2 per cent, the South Italians with 96. 5 per cent, the Servians with 93.3 per cent, and the Portuguese with 90.5 per cent. Of the North Italians 87.1 per cent were general laborers. All other races reported a smaller percentage in this group than the average for the total foreign-born. Only two races reported smaller percentages who were working as general laborers than did the native-born. These were the English Canadians and the English, of whose numbers only 38.9 per cent and 33.3 per cent, respectively, were employed in this capacity.

The natives and north Europeans were employed more frequently as skilled laborers than were other races. The English ranked first in this regard with 54.2 per cent of their number reported in occupations requiring skill. Other races with large proportions so employed were the English-Canadians with 50 per cent, the Germans with 48.3 per cent, the native whites of native father with 34.9 per cent, the native-born of foreign father with 29.9 per cent, the Swedes with 28.6 per cent, and the Irish with 23.1 per cent. Of the south and east European races the Russians with 14.3 per cent showed the largest proportion of skilled employees. Four other races of south and east Europe were represented as skilled laborers in the following order: North Italian, Servian, Portuguese, and South Italian.

One-eighth of the English and Norwegians were reported as bosses and foremen. The other races whose members were employed in supervisory capacities in the greatest proportions were the native-born whites of native father, with 11.6 per cent, the English Canadians with 11.1 per cent, the Irish with 7.7 per cent, and the native-born of foreign father with 7.1 per cent. A few North Italians, Mexicans, and Portuguese were used as bosses of "gangs" of their own race, but insignificant proportions of these races were so employed.

By way of summary, it is evident that the natives and north Europeans, who have predominated in the more responsible lines of work from the inception of the industry, are still depended upon for the greater part of this type of work. However, some progress toward the higher positions offered in the industry is being made by several races of the newer immigration and notably by the North Italians, Russians, and Portuguese. On the other hand, the native and north European element has largely left the field of unskilled work, their places being filled by the newer flow of immigration from south and east Europe and from Mexico.

HOURS AND EARNINGS OF LABOR.

The cement industry furnishes steady employment throughout the year. Indeed, all but two of the plants from which data were secured are in operation every day in the year including Sundays, under ordinary conditions. The hours of labor vary from community to community, but in the majority of cases they were ten or over per day. In the older plants in California the shortest workday reported was in vogue. In one of these most of the skilled laborers worked only eight hours per day, while the common laborers in this instance mostly Mexicans, worked ten hours. At this plant no Sunday work was required. At another plant which was in operation seven days per week the majority of the men worked nine hours per day. A few, however, worked only eight hours, while 6 (chiefly foremen and electricians) worked twelve hours. In another California establishment no Sunday work was required, but the majority of the employees, both skilled and unskilled, were working ten hours per day, while some of the common laborers and the millers worked twelve hours.

A fourth cement factory in California was in operation seven days per week. Skilled laborers worked ten hours per day, while unskilled laborers worked twelve hours.

At the two cement works located in Washington a seven-day week was the rule and the customary hours of labor were twelve for men in the factories and ten for workmen in the quarries. At the Colorado plant investigated, a ten-hour day and a seven-day week were customary for all employees, except certain men whose work divided itself into two shifts, such as that of engineer and fireman. These men worked a twelve-hour day.

Although the hours of labor are generally long and the work for the most part disagreeable, the wages paid are conspicuously low as compared with some other industries. Out of a total of 1,326 reported in all occupations in cement factories, 490, or 39.6 per cent, earned less than $2 per day, while 430, or 34.8 per cent, earned between $2 and $2.50. In other words, 74.4 per cent of all the cement workers earned less than $2.50 per day. Of the remainder, 271, or 21.9 per cent of the total, earned between $2.50 and $3.50, leaving only 135 earning $3.50 or over.[a]

For purposes of racial comparison the wage data have been tabulated on an occupation basis, using the same general grouping as was used in the table of occupations. The percentage of general laborers earning each specified amount is shown by general nativity and race in the following table:

TABLE 4.—*Per cent of general laborers earning each specified amount per day, by general nativity and race.*[b]

General nativity and race.	Number reporting complete data.	Per cent earning each specified amount per day.										
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.25.	$2.25 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father[c]	160	1.2	......	1.2	5.9	23.1	23.1	20.7	18.3	5.9	......	0.6
Native-born of foreign father	80	6.3	......	2.5	3.8	31.3	18.7	17.5	12.5	7.5	......	......
Total native-born	249	2.8	......	1.6	5.2	25.7	21.7	19.7	16.5	6.3	......	.4
Foreign-born:												
Bulgarian	16	......	......	......	......	......	87.5	6.2	6.2	......	......	......
Dalmatian	38	......	......	......	......	26.3	57.9	15.8	......	......	......	......
German	15	......	......	......	......	53.3	20.0	13.3	6.5	......	......	......
Greek	46	......	......	2.2	......	21.7	41.3	13.0	16.5	15.2	......	......
Irish	18	5.6	......	......	......	66.7	......	5.6	16.7	5.6	......	......
Italian, North	148	......	......	......	......	30.4	28.4	18.2	20.9	......	2.0	......
Italian, South	109	......	......	......	2.8	56.0	22.9	11.0	6.4	.9	......	......
Mexican	154	......	......	9.1	38.3	33.1	17.5	2.0	......	......	......	......
Montenegrin	16	......	......	......	6.3	......	75.0	18.7	......	......	......	......
Portuguese	57	1.8	......	......	1.8	31.6	45.6	12.3	3.5	3.5	......	......
Russian	18	......	......	......	......	66.7	22.2	11.1	......	......	......	......
Spanish	41	......	......	......	......	82.9	12.2	2.4	2.4	......	......	......
Swedish	15	......	......	6.7	......	73.3	6.7	6.7	6.7	......	......	......
Other races	......	......	......	......	......	......	......	......	......	......	......	......
Total foreign-born	808	.2	......	2.2	8.9	40.3	26.7	11.0	7.9	2.1	.5	......
Grand total	1,057	.8	......	2.1	8.0	36.9	25.5	13.1	9.9	3.1	.4	.1

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[a] See classification of earnings in General Tables 224 and 225.

[b] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[c] Includes 40 negroes.

Of the 1,057 general laborers for whom data were secured, 47.8 per cent earned less than $2 per day, while 25.5 per cent earned $2 but less than $2.25 per day. In other words, 73.3 per cent earned less than $2.25 per day. The greater part of those who earned more than this amount earned $2.25 but less than $2.50, namely 13.1 per cent, as against 9.9 per cent who earned $2.50 but less than $3. Only four general laborers earned $3 per day or over. The earnings of the foreign-born were lower than those of the native-born. While only 10.5 per cent of the foreign-born earned $2.50 or over per day, 23.2 per cent of the native-born earned $2.50 or over. Moreover, only 35.3 per cent of the native-born, as opposed to 51.6 per cent of the foreign-born, earned less than $2 per day. The percentages of native-born of native father earning higher wages were materially larger than those for the native-born of foreign father. Of the former 45.5 per cent earned $2.25 per day or over, as against 37.5 per cent of the latter.

As noted above, more than one-half of the immigrants were earning less than $2 per day as general laborers. However, a much larger proportion of several races reported earnings of less than $2 per day. The most notable of these were the Spanish with 82.9 per cent, the Mexicans with 80.5 per cent, the Swedes with 80 per cent, the Irish with 72.3 per cent, and the Russians with 66.7 per cent. The South Italians with 58.8 per cent and the Germans with 53.3 per cent showed a larger proportion of low-paid laborers than the average for the total number of foreign-born. The great majority of those who earned less than $2 per day earned between $1.75 and $2. However, 47.4 per cent of the Mexicans earned less than $1.75, as opposed to percentages varying from 2.2 to 6.7 for Greeks, Irish, South Italians, Montenegrins, Portuguese, and Swedes. The presence of so large a proportion of Germans, Irish, and Swedes in the more lowly paid groups is due largely to the fact that these races are used as common laborers in the plants in central California, where wages are appreciably lower than in other localities. On the other hand, the majority of several of the south and east European races were earning between $2 and $2.50 per day. Of these the Montenegrins with 93.7 per cent, the Bulgarians with 93.7 per cent, the Dalmatians with 73.7 per cent, and the Greeks with 54.3 per cent, were employed for the most part in Washington, where rates of wages are relatively high. To the same cause may be traced the fact that 21.7 per cent of the Greeks and 22.9 per cent of the North Italians earned $2.50 or over. These races do the most disagreeable work, such as sacking cement, in the Washington factories, work long hours, and are the highest paid common laborers. Other races reporting more than the average number as earning $2.50 or over per day were the Irish with 22.3 per cent and the Germans with 13.3 per cent, while 7.3 per cent of the South Italians, 7 per cent of the Portuguese, 6.7 per cent of the Swedes, 6.2 per cent of the Bulgarians, and 2.4 per cent of the Spanish earned $2.50 per day or over.

The fact disclosed by the foregoing data that the races which have more recently come to the United States furnish the best paid general laborers in the cement industry should be interpreted in the light of two general considerations. In the first place, the customary rates of wages differ with the various localities in which the proportions of the races employed differ. In the second place, the common labor incidental to the production of cement is disagreeable in the extreme, and requires hard manual work. Under such circumstances, only the less progressive natives and older immigrants remain in this work, while the most virile and progressive of the newly arrived immigrants are apt to find their way into the industry, where their strong physiques and willingness to endure long hours and undesirable conditions of labor bring them higher earnings than those made by the older immigrants.

Skilled laborers earned a much higher rate per day than did the unskilled laborers. While 73.3 per cent of the latter earned less than $2.25 per day, all of the skilled laborers earned more than that rate. Indeed, 74.1 per cent of the skilled laborers earned $3 or over per day, 43.9 per cent $3.50 or over, and 17.9 per cent $4 or over. Data with regard to the earnings of skilled laborers are presented in the table following.

Table 5.—*Per cent of skilled laborers earning each specified amount per day, by general nativity.**

General nativity.	Number reporting complete data.	Per cent earning each specified amount per day.				
		$2.25 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	84	3.6	11.9	35.7	26.2	22.6
Native-born of foreign father	38	....	15.8	26.3	28.9	28.9
Total native-born	122	2.5	13.1	32.8	24.6	24.6
Foreign-born	113	13.3	23.9	27.4	24.8	10.6
Grand total	235	7.7	18.3	30.2	26.0	17.9

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Among the native-born, those born of foreign father reported a larger proportion as earning $3.50 or over than did those born of native father, or 57.8 per cent as against 48.8 per cent. On the other hand, only 35.4 per cent of the foreign-born earned $3.50 or over. Furthermore, 32.8 per cent of the total native-born earned $3 but less than $3.50 per day, as against 27.4 per cent of the foreign-born. More than a third of the foreign-born earned less than $3 per day, as opposed to 15.6 per cent of the native-born. Of the former 23.9 per cent earned between $2.50 but less than $3, and 13.3 per cent $2.25 but less than $2.50, while the corresponding percentages for the native-born were 13.1 and 2.5, respectively.

These data show clearly that the foreign-born skilled laborers were, as a class, more poorly paid than the native-born. However, it should be noted that more than three-fourths of the foreign-born persons who earned less than $3 per day were south or east Europeans, largely Italians, while only one-fourth of those earning $3.50 or over per day were of these races. The earnings of the north European immigrants as skilled laborers were substantially the same as those of the native-born; but the earnings of the south and east Europeans were notably lower.

In the table next submitted the earnings of 51 bosses or foremen are reported.

TABLE 6.—*Number of bosses and foremen earning each specified amount per day, by general nativity.**

General nativity.	Number reporting complete data.	Number earning each specified amount per day.						
		$1.50 and under $1.75.	$2 and under $2.25.	$2.25 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	28	......	1	1	5	4	6	11
Native-born of foreign father	9	......	......	1	1	1	2	4
Total native-born	37	......	1	2	6	5	8	15
Total foreign-born	14	1	1	......	2	4	4	2
Grand total	51	1	2	2	8	9	12	17

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or time lost from shutdowns or other causes.

Too few persons were reported in this group to make racial comparisons possible. It is worthy of note, however, that a greater proportion of the native-born than of the foreign-born were earning $3.50 or over per day. The latter are largely used as subforemen in charge of men of their own race and earn only slightly more than the men they oversee.

ECONOMIC RELATIONS OF EMPLOYERS AND EMPLOYEES.

In the four plants which were investigated in California, somewhat diverse relations between employers and employees were found. Two companies paid their men once each month and two twice each month. Checks which could be cashed without discount were used in all cases. Two companies furnished no board or lodging to the men, and neither owned or rented dwelling houses. A third supplied free lodging in a well built bunk house, and boarded its men at the rate of $0.25 per meal. Houses were also rented to men with families at $3 per room per month, including water and light. At this plant a hotel was under construction at which board and lodging were to be supplied at $1 per day. At the other establishment investigated laborers and skilled mechanics were lodged and boarded by the company for $19.50 per month, and company houses were rented to men with families at rates varying from $16 to $22 per month.

At but one plant in California was no provision made for medical attendance. Of the other three companies, one furnished medical and hospital aid free of charge, while the remaining two provided for such treatment through a fund created by deductions from the wages of the employees. These deductions were in one case $0.50 per month, and in return the men received care for injuries and for sickness other than that due to intemperance or to venereal diseases. At the other plant $1 per month was deducted from the earnings of the employees. A nurse was retained at the plant to care for slight injuries and trivial cases of sickness. When serious sickness or injury occurs the patient is sent to a hospital and cared for until discharged by a physician. In only one instance was a company store reported, and that one carried a good stock and sold at reasonable rates. However, no competing stores were within 5 miles.

The economic relations between employers and employees at the two plants which were investigated in Washington were similar. Wages were paid monthly by checks, which were redeemable without discount. Free lodging was furnished the men in cheap bunk houses, but no board was supplied. Neat four-room cottages were rented to married men at rates varying from $6 to $10 per month according to location and the size of the rooms. Each company deducted $1 per month from the earnings of its employees to form a fund for medical and hospital service. Every employee, regardless of the length of his service, was thereby entitled to the service of a doctor and to treatment in the hospital for a period of sixteen consecutive weeks in case of sickness or injury. A small store was conducted by one company, but others were easily accessible, and patronage was not compulsory.

At the one cement factory in Colorado from which data were reported wages were paid monthly in cash. The company owned a boarding and lodging house which it rented to private parties, who undertook to care for the wants of the men as a business enterprise under the supervision of company officials. Patronage was not compulsory and the service was better than that obtainable elsewhere. Lodging cost from $0.75 to $1.50 per room per week and board $5 per week. Medical and hospital care was provided through a fund raised by deducting 1 per cent from the earnings of all employees. This service, however, applied only to cases of injury incurred while actually at work. In such instances the injured person received free medical and hospital treatment until well. In case of death as a result of injury his dependents were paid $100.

In general, sanitary conditions were satisfactory in all of the cement works visited. In most cases care was taken to shield the men from danger as much as possible. However, the work is in its very nature dusty and unhealthful, and in spite of precautions, such as wearing damp sponges over the nose, much eye, ear, throat, and skin trouble was reported among the men. Little welfare work of any kind has been undertaken.

RELATIONS BETWEEN THE RACES EMPLOYED.

In only one of the cement works which were investigated was any attempt made to segregate the various races at work. In that case the great majority of the common laborers were Mexicans, and these were kept in "gangs" to themselves as much as possible. In two instances, however, the companies refused to rent houses to other than natives or north Europeans. Other than this, all of the racial isolation was purely voluntary on the part of the immigrants. Throughout the entire field covered by the investigation the Mexicans, negroes, and south and east Europeans segregated themselves as much as possible from the races known as "whites" (natives and north Europeans) in so far as relates to living quarters. The Mexicans live in rude adobe huts in Colorado and in southern California, away from the "quarters" of the other races. The other of the races mentioned above live in racial groups and exhibit an extremely "clannish" disposition. The north Europeans, on the other hand, mingle freely with each other and with the natives. These "whites" regard the Mexicans, negroes, and south and east Europeans as inferiors, while the south and east Europeans look down upon the Mexicans and negroes. In Colorado there is a very strong antipathy manifested toward the south Europeans, and particularly toward the Greeks. One company located in California employed a few Japanese in the quarry. They worked with Portuguese and no friction was reported. At other plants orientals were employed as cooks or waiters only.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

Most of the employers expressed a preference for American whites in all lines of work, especially in the skilled occupations, but stated that men of this race could not be obtained at the prevailing rates of wages for other than the more remunerative positions. Next to the natives north European immigrants were preferred, but few of these are now available for work as common laborers. Among the more recent immigrants the Italians were in general regarded as the most satisfactory for common labor. However, in Washington the Dalmatians, Bulgarians, and Montenegrins were preferred in the order named to Italians. In other localities, on the other hand, all of the Slavic races were ranked below the Italians and Portuguese. Wherever Greeks, negroes, and Mexicans were employed they were considered the most inefficient of all races, and were employed only because no other races could be secured at the customary wage. They were characterized as indolent, the Greeks were regarded as intractable, and they and the Mexicans were inclined to drunkenness. At the one establishment where Japanese were employed they required much supervision when employed by the day, but proved rapid and satisfactory workers on a piecework basis. The "hobo" class of natives were least desired in any capacity.

Little difference was noted between the first and second generation of English-speaking races. However, the descendants of south European immigrants, especially the North Italians, showed marked improvement over their fathers in general intelligence and progressiveness, due to their familiarity with English and their better knowledge of American conditions and methods.

SOCIAL AND POLITICAL CONSIDERATIONS.

The progress in assimilation shown by the various races is dependent in a large measure on the length of time they have resided in the United States. The percentages of each race who have lived here each specified number of years are presented in the following table:

TABLE 7.—*Per cent of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Per cent in United States each specified number of years.				
		Under 5.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bulgarian	16	93.7	6.3	0.0	0.0	0.0
Canadian (other than French)	18	16.7	22.2	.0	11.1	50.0
Dalmatian	38	89.5	10.5	.0	.0	.0
English	25	24.0	32.0	.0	8.0	36.0
German	30	33.3	10.0	3.3	20.0	33.3
Greek	46	76.1	21.7	2.2	.0	.0
Irish	25	12.0	20.0	4.0	4.0	60.0
Italian, North	170	73.5	20.6	4.1	1.2	.6
Italian, South	122	59.0	22.1	13.1	2.5	3.3
Mexican	155	50.3	41.3	5.2	1.9	1.3
Montenegrin	15	100.0	.0	.0	.0	.0
Norwegian	18	33.3	22.2	22.2	16.7	5.6
Portuguese	63	57.1	22.2	9.5	.0	11.1
Russian	22	86.4	13.6	.0	.0	.0
Servian	15	26.7	53.3	6.7	6.7	6.7
Spanish	41	92.7	4.9	.0	.0	2.4
Swedish	22	22.7	40.9	.0	4.5	31.8
Other races	98	60.2	20.4	8.2	2.0	9.2
Total	939	60.0	23.5	5.6	2.8	8.1

Three-fifths of the immigrants employed in cement works in the Western Division from whom data were secured had been in the United States less than five years. Indeed, 42.1 per cent had been in this country less than three years and 17.9 per cent between three and five years. Moreover, 23.5 per cent had immigrated to the United States from five to nine years prior to the investigation. In other words, 83.5 per cent of all the immigrant employees had lived in this country less than ten years. Of the remaining 16.5 per cent, 5.6 per cent had resided in the United States from ten to fourteen years, 2.8 per cent from fifteen to nineteen years, and 8.1 per cent twenty years or over.

More than half of all except the Servians among the south and east Europeans and Mexicans who were reported had immigrated within five years, while none of the north European races reported more than one-third of their numbers in the group of most recent immigrants. Indeed, all of the Montenegrins, 93.7 per cent of the Bulgarians, 92.7 per cent of the Spaniards, 89.5 per cent of the Dalmatians, and 86.4 per cent of the Russians had immigrated within five years. Of these five races combined, 72.3 per cent had been in the United States less than three years. A somewhat smaller percentage of the other south and east European races had been here less than five years. The Greeks and North Italians reported 76.1 per cent and 73.5 per cent, respectively, while only 59 per cent of the South Italians, 57.1 per cent of the Portuguese, and 50.3 per cent of the Mexicans had come to this country within five years. The percentages of north Europeans in this group varied from 12 per cent for the Irish to 33.3 per cent for the Germans and Norwegians.

The races most largely represented in the group who have lived in the United States for from five to nine years were the Servians with 53.3 per cent, the Mexicans with 41.3 per cent, the Swedes with 40.9 per cent, and the English with 32 per cent. All other races except the Montenegrins were represented in percentages varying from 4.9 of the Spaniards to 22.2 of the English Canadians, the Norwegians, and the Portuguese.

Very small proportions of the south or east European races had been in the United States ten years or over. In fact, no Bulgarians, Dalmatians, Montenegrins, or Russians had been here for as long as ten years, while only 2.2 per cent of the Greeks, 5.9 per cent of the North Italians, and 2.4 per cent of the Spaniards, had been here ten years or over. However, 18.9 per cent of the South Italians, 20.6 per cent of the Portuguese, and 20.1 per cent of the Servians had resided here ten years or more. Of the Mexicans only 8.4 per cent had immigrated ten years or more prior to the investigation. In striking contrast to these are the north European races, four of which reported more than two-fifths of their number as having spent fifteen years or more in this country. In fact, 60 per cent of the Irish, 36 per cent of the English, 33.3 per cent of the Germans, and 31.8 per cent of the Swedes had been residents of this country for twenty years or over.

The progress of the various races in speaking English is shown by the table following.

TABLE 8.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Per cent who speak English.	Per cent who speak English of those who have been in the United States—		
			Under 5 years.	5 to 9 years.	10 years or over.
Bulgarian	16	56.2	53.3	100.0	....
Dalmatian	38	65.8	61.7	100.0	....
German	30	93.3	90.0	100.0	94.1
Greek	46	47.8	37.1	90.0	.0
Italian, North	170	58.8	54.4	71.4	70.0
Italian, South	122	41.0	29.2	70.4	43.5
Mexican	155	9.0	1.3	14.1	20.8
Montenegrin	15	33.3	33.3	....	....
Norwegian	18	77.8	83.3	75.0	75.0
Portuguese	63	61.9	38.9	85.7	100.0
Russian	22	40.9	42.1	33.3	....
Servian	15	73.3	50.0	87.5	66.6
Spanish	41	22.0	21.1	50.0	.0
Swedish	22	81.8	60.0	77.8	100.0
Other races	86	62.8	48.0	90.0	....
Total	859	47.4	38.8	58.3	75.0

Of the total number of persons reported whose mother tongue was not English, only 47.4 per cent could speak the English language. However, considerable progress has been shown by those who have been in this country for relatively long periods of time. While only 38.8 per cent of those who had immigrated within five years could speak English, 58.3 per cent of those whose period of residence was from five to nine years and 75 per cent of those who had been here ten years or over could speak our language.

That the north European races acquire a speaking knowledge of English more rapidly than do other races is evidenced by the fact that among those who had been in the United States less than five years, 90 per cent of the Germans, 83.3 per cent of the Norwegians, and 60 per cent of the Swedes could speak English, as opposed to only 1.3 per cent of the Mexicans, 21.1 per cent of the Spaniards, 29.2 per cent of the South Italians, 33.3 per cent of the Montenegrins, 37.1 per cent of the Greeks, and 38.9 per cent of the Portuguese. It is rather surprising to note that 61.7 per cent of the Dalmatians and 53.3 per cent of the Bulgarians—races the greater part of whose members included in this group had immigrated within three years—could speak English. The North Italians, Servians, and Russians also showed more progress in this regard than did other south or east European races, their percentages being 54.4, 50, and 42.1, respectively.

All of the Bulgarians, Dalmatians, and Germans, and 90 per cent of the Greeks who had been here from five to nine years could speak English, while all other races in this group, save the Mexicans, Russians, and Spanish, reported more than 70 per cent who had learned to speak that tongue. Of the Mexicans only 14.1 per cent could speak English, while 33.3 per cent of the Russians and 50 per cent of the Spanish had acquired that ability.

Among those who had resided in this country ten years or over the least progress in this regard was shown by the Mexicans and South

Italians, of whom 30.8 per cent and 43.5 per cent, respectively, could speak English. Of the Servians 66.6 per cent and of the North Italians 70 per cent spoke English, as against 75 per cent of the Norwegians, 94.1 per cent of the Germans, and 100 per cent of the Portuguese and Swedes.

The relatively slow progress of the Mexicans and several of the south and east European races in acquiring a speaking knowledge of English, is due in a large measure to the conditions under which they work and live. In most instances these races are segregated in their living quarters, and preserve their native language in the home. Furthermore, they are often worked in gangs under foremen of their own race, and thus have little opportunity for association with English-speaking races. However, their lack of progress must be attributed in some measure to their lack of ambition in this matter. This is especially true of the Mexicans and South Italians.

Data relating to the reading and writing of English are presented in the following table:

Table 9.—*Number and per cent of foreign-born male employees who read English and number and per cent who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		Per cent who—	
		Read English.	Read and write English.	Read English.	Read and write English.
Bulgarian	16	0	0	0	0
Dalmatian	38	4	2	10.5	5.3
German	30	27	26	90.0	86.7
Greek	45	2	2	4.4	4.4
Italian, North	170	13	9	7.7	5.3
Italian, South	122	10	7	8.2	5.7
Mexican	155	6	5	3.9	3.2
Montenegrin	15	0	0	0	0
Norwegian	18	14	13	77.8	72.2
Portuguese	63	12	10	19.1	15.9
Russian	22	4	4	18.2	18.2
Servian	15	4	4	26.7	26.7
Spanish	41	....	....	....	....
Swedish	22	18	17	81.8	77.3
Other races	86	34	28	39.5	32.6
Total	850	148	127	17.2	14.8

Of the foreign-born from whom data upon this point were secured, 17.2 per cent could read and 14.8 per cent could both read and write English. The difference between the north European and other races in this regard is very pointed. While 86.7 per cent of the Germans, 77.3 per cent of the Swedes, and 72.2 per cent of the Norwegians could read and write English, no other race reported more than 26.7 per cent as having acquired these arts. Indeed, none of the Bulgarians, Montenegrins, or Spaniards, and less than 6 per cent of the Dalmatians, the Greeks, the North and South Italians, and the Mexicans could read and write English. Of the 63 Portuguese, 15.9 per cent, and of the 22 Russians, 18.2 per cent were able to read and write English. The contrast between the north European and the other races is due largely to the fact that most of the former had been in the United States for a longer period than had the others, and that a rather large percentage had immigrated when still of school age.

Literacy in their native language is shown for the several races in the following table:

TABLE 10.—*Number and per cent of foreign-born male employees who read their native language and number and per cent who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—		Per cent who—	
		Read their native language.	Read and write their native language.	Read their native language.	Read and write their native language.
Bulgarian	16	16	15	100.0	93.8
Dalmatian	38	33	33	86.8	86.8
German	30	30	30	100.0	100.0
Greek	46	45	45	97.8	97.8
Italian, North	170	167	167	98.2	98.2
Italian, South	122	89	89	73.0	73.0
Mexican	153	102	95	66.7	62.1
Montenegrin	15	13	11	86.7	73.3
Norwegian	18	18	18	100.0	100.0
Portuguese	63	57	55	90.5	87.3
Russian	22	21	21	95.5	95.5
Servian	15	10	10	66.7	66.7
Spanish	41	38	38	92.7	92.7
Swedish	22	22	22	100.0	100.0
Other races	86	82	82	95.4	95.4
Total	857	743	731	86.7	85.3

Although only 14.8 per cent of the foreign-born could read and write English, 85.3 per cent could read and write their native language. All of the north Europeans reported were literate in their native language, while 98.2 per cent of the North Italians, 97.8 per cent of the Greeks, 95.5 per cent of the Russians, 93.8 per cent of the Bulgarians, and 92.7 per cent of the Spaniards could read and write their mother tongue. The races reporting the smallest percentages of literates in their native language were the Mexican with only 62.1 per cent, the Servian with 66.7 per cent, the South Italian with 73 per cent, and the Montenegrins with 73.3 per cent. The Portuguese and Dalmatians reported 87.3 per cent and 86.8 per cent, respectively, who could read and write their native language. It should be noted that the races least literate in their native tongue showed the least progress in acquiring English.

As a summary of the data with regard to the literacy of persons employed in cement factories the following table is presented.

TABLE 11.—*Number and per cent of male employees who read and number and per cent who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—		Per cent who—	
		Read.	Read and write.	Read.	Read and write.
Native-born of native father:					
White	240	238	238	99.2	99.2
Negro	40	39	37	97.5	92.5
Native-born of foreign father, by country of birth of father:					
England	19	19	19	100.0	100.0
Germany	38	38	38	100.0	100.0
Ireland	36	36	35	100.0	97.2
Other countries	34	34	33	100.0	97.1
Total	127	127	125	100.0	98.4
Total native-born	407	404	400	99.3	98.3

Table 11.—*Number and per cent of male employees who read and number and per cent who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—		Per cent who—	
		Read.	Read and write.	Read.	Read and write.
Foreign-born, by race:					
Bulgarian	16	16	15	100.0	93.8
Canadian (other than French)	18	18	18	100.0	100.0
Dalmatian	38	33	33	86.8	86.8
English	25	25	25	100.0	100.0
German	30	30	30	100.0	100.0
Greek	46	45	45	97.8	97.8
Irish	25	25	25	100.0	100.0
Italian, North	170	167	167	98.2	98.2
Italian, South	122	89	89	73.0	73.0
Mexican	155	102	95	65.8	61.3
Montenegrin	15	13	11	86.7	73.3
Norwegian	18	18	18	100.0	100.0
Portuguese	63	57	55	90.5	87.3
Russian	22	21	21	95.5	95.5
Servian	15	10	10	66.7	66.7
Spanish	41	38	38	92.7	92.7
Swedish	22	22	22	100.0	100.0
Other races	98	89	89	90.8	90.8
Total foreign-born	939	818	806	87.1	85.8
Grand total	1,346	1,222	1,206	90.8	89.6

A notably higher percentage of literacy was reported for the native-born than for the foreign-born. While only 85.8 per cent of the immigrants could read and write some language, 99.2 per cent of the native whites of native father, 98.4 per cent of the native-born of foreign father, and 92.5 per cent of the negroes were literate. All of the Irish-Americans and German-Americans were literate.

All of the north Europeans and English Canadians who were reported could read and write some language, while 98.2 per cent of the North Italians, 97.8 per cent of the Greeks, 95.5 per cent of the Russians, 93.8 per cent of the Bulgarians, and 92.7 per cent of the Spaniards were literate. The least literate races were the Mexicans with 61.3 per cent, the Servians with 66.7 per cent, the South Italians with 73 per cent, the Montenegrins with 73.3 per cent, the Dalmatians with 86.8 per cent, and the Portuguese with 87.3 per cent. The races showing the smallest percentages of literates were those composing the most recent immigration and were from countries where educational facilities are poor and educational standards relatively low. Furthermore, the divergence between their languages and English is wider than that between English and north European tongues, and this fact makes their mastery of English more difficult.

The extent to which immigrants are becoming Americanized is indicated in some measure by their conjugal condition. Married men having their families with them may be regarded as permanent settlers. Moreover, they are apt to associate with English-speaking people more under such conditions than if living in "bunk houses" as single men. The following tables show the conjugal condition of employees, by general nativity and race, and the location of the wives of the married foreign-born.

TABLE 12.—*Conjugal condition of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who were—			Per cent who were—		
		Single.	Married.	Widowed.	Single.	Married.	Widowed.
Native-born of native father:							
White	241	135	101	5	56.0	41.9	2.1
Negro	40	23	15	2	57.5	37.5	5.0
Native-born of foreign father, by country of birth of father:							
England	19	10	9	0	52.6	47.4	0.0
Germany	37	20	17	0	54.1	45.9	0.0
Ireland	36	30	5	1	83.3	13.9	2.8
Other countries	34	20	13	1	58.8	38.2	2.9
Total	126	80	44	2	63.5	34.9	1.6
Total native-born	407	238	160	9	58.5	39.3	2.2
Foreign-born:							
Bulgarian	16	4	12	0	25.0	75.0	0.0
Canadian (other than French)	18	13	5	0	72.2	27.8	0.0
Dalmatian	38	25	13	0	65.8	34.2	0.0
English	25	11	13	1	44.0	52.0	4.0
German	30	21	7	2	70.0	23.3	6.7
Greek	45	30	15	0	66.7	33.3	0.0
Irish	25	20	3	2	80.0	12.0	8.0
Italian, North	170	85	81	4	50.0	47.6	2.4
Italian, South	122	74	47	1	60.7	38.5	0.8
Mexican	155	62	87	6	40.0	56.1	3.9
Montenegrin	15	12	3	0	80.0	20.0	....
Norwegian	18	16	1	1	88.9	5.6	5.6
Portuguese	63	37	25	1	58.7	39.7	1.6
Russian	22	15	7	0	68.2	31.8	0.0
Servian	15	8	7	0	53.3	46.7	0.0
Spanish	41	30	11	0	73.2	26.8	0.0
Swedish	22	19	2	1	86.4	9.1	4.5
Other races	99	70	27	2	70.7	27.3	2.0
Total foreign-born	939	552	366	21	58.8	39.0	2.2
Grand total	1,346	790	526	30	58.7	39.1	2.2

TABLE 13.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bosnian	1	....	1
Bulgarian	12	....	12
Canadian, French	1	1	....
Canadian, Other	5	4	1
Chinese	2	....	2
Croatian	2	....	2
Dalmatian	13	2	11
Danish	2	2	....
English	13	13	....
German	7	7	....
Greek	15	2	13
Irish	3	3	....
Italian, North	81	15	66
Italian, South	47	15	32
Magyar	2	1	1
Mexican	87	50	37
Montenegrin	3	....	3
Norwegian	1	1	....
Polish	3	3	....
Portuguese	25	10	15
Roumanian	3	2	1
Russian	7	1	6
Ruthenian	1	1	....
Scotch	1	1	....
Servian	7	....	7
Slovak	4	....	4
Slovenian	2	....	2
Spanish	11	....	11
Swedish	2	1	1
Turkish	2	1	1
Swiss (race not specified)	1	....	1
Total	366	136	230

About the same percentage of native-born employees as of foreign-born were married—39.3 per cent and 39 per cent, respectively. However, of the 366 married foreign-born, only 136 had their wives with them in the United States. In other words, 83.3 per cent of the immigrants were living as single men, as opposed to 58.5 per cent of the native-born. The majority of the north Europeans were single, but those who were married all had their wives with them in the United States. On the other hand, relatively large proportions of the south and east European races were married, but few had brought their wives to this country.

The most significant fact shown by these data is that the greater part of the laborers in the cement industry are "unsettled" men, forming a part of the migratory labor common in western industry and agriculture. The married men who are living with their families are for the most part occupying the more skilled and remunerative positions. The general laborers are very largely single men, or married men whose wives are still in their native land.

Owing to the fact that a large percentage of the immigrants employed had entered the United States less than five years prior to the investigation, data with regard to the political condition of immigrants who had been here five years or over, and who were 21 years or over at the time of coming, were obtainable from only 208 men. These data are presented in the following table:

TABLE 14.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race of individual and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race of individual.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bulgarian	1	1			1					1			1
Canadian, French	1	1			1					1			1
Canadian, Other	3	1			1			2	2	1		2	3
Croatian	1	1			1					1			1
Dalmatian	1	1			1					1			1
English	8	5			5	1		2	3	6		2	8
Finnish	1					1			1	1			1
French	1		1		1						1		1
German	9		1	1	2	2		5	7	2	1	6	9
Greek	9	8			8	1			1	9			9
Irish	10	1	1	3	5		1	4	5	1	2	7	10
Italian, North	34	25	1	3	29	3	1	1	5	28	2	4	34
Italian, South	31	16		1	17	9		5	14	25		6	31
Magyar	3	2	1		3					2	1		3
Mexican	42	33			33	8		1	9	41		1	42
Norwegian	5			1	1	2		2	4	2		3	5
Polish	2					2			2	2			2
Portuguese	18	11			11	3	1	3	7	14	1	3	18
Roumanian	2		1	1	2						1	1	2
Russian	2	2			2					2			2
Ruthenian	2	2			2					2			2
Servian	6	2	1		3	2		1	3	4	1	1	6
Slovenian	2	1			1			1	1	1		1	2
Spanish	2	1			1	1			1	2			2
Swedish	10	2	4	1	7	1		2	3	3	4	3	10
Turkish	1	1			1					1			1
Welsh	1							1	1			1	1
Total	208	117	11	11	139	36	3	30	69	153	14	41	208

Of the total 208, 153, or 73.5 per cent, were still aliens; 14, or 6.7 per cent, had taken out first papers; and 41, or 19.7 per cent, were fully naturalized. Of the 139 immigrants whose period of residence was five to nine years, 117, or 84.1 per cent, were still aliens, while of the 69 who had been here ten years or over, 36, or only 52.2 per cent, had failed to take any step toward securing citizenship. Of the south and east European races, 117 men reported data. Of these, 95, or 81.2 per cent, were still aliens, 6 had taken out first papers, and 14 had taken out second papers. Eighty-two, or 70.1 per cent, of this race group had been in the United States from five to nine years, and of these 82 only 9 had either first or second papers, while of the 35 who had been in this country ten years or over, 11 had either first or second papers. Only one of the Mexicans reporting data had taken out naturalization papers. In striking contrast to the south and east Europeans and the Mexicans, the north Europeans, from 44 of whom data were secured, reported 22 as fully naturalized, 8 as having first papers, and only 14 aliens.

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CHAPTER II.

SALMON CANNERIES OF THE COLUMBIA RIVER AND PUGET SOUND.

[For General Tables see pp. 712 to 714.]

INTRODUCTION.

At different places along the Columbia River there are now 18 salmon canneries. On Puget Sound, in Washington, there are 23 more. There and in Alaska the salmon-canning industry of the Pacific coast centers.

Though there were earlier canneries along the Columbia, among others Hume's, established in 1864, the first of those now in existence dates from 1874. From that year the industry may be said to date. Before 1880, seven more of those now in existence had been established. At least three others date from the decade of the eighties. Only two of those now in operation have been established within the past ten years.

The canneries on Puget Sound, on the other hand, are of more recent origin. The first was established in 1891, Chinese brought from Portland, Oreg., being employed as laborers. For ten years the number increased rapidly, but more recently few have been built.

This industry involves catching and "receiving" fish, clerical labor, and "cannery" work. The fishing and the "cannery work" are quite distinct, and as the classes of laborers used and the organization have been and are very different, the discussion may be divided into two parts, fishing and fish canning.

FISHING.

Because of the nature of the fishing industry, it is difficult to collect data at first hand or to get accurate statements of earnings and other matters of importance. The discussion of this part of the industry must therefore be very fragmentary and incomplete.

The canneries along the lower Columbia buy their fish delivered at the cannery, paying for them according to contract prices agreed upon. Farther up the Columbia, the cannery companies very generally employ fish-wheels and the class of "fishermen" is eliminated. The canneries along Puget Sound are supplied partly by traps operated by the cannery companies, partly by purchase from fishermen, as in the case of the canneries along the lower Columbia.

The canneries along Puget Sound employ some 800 men in operating their traps. The boatmen are paid from $50 to $150 per month, the boat foremen $60 to $70, and the trap men about $50. Board and lodging are provided in addition to wages.

Besides these men employed to operate the traps, there are several hundred fishermen who sell their catch to the canneries. They work eight men to the boat, and during the short season of a few months earn good wages. In exceptional cases the earnings of boats for the season will run from $5,000 to $12,000.

The trap men and fishermen on Puget Sound come from Seattle and other coast cities, while most of those along the Columbia live at Portland and Astoria, Oreg. With the exception of the boatmen employed by the companies on Puget Sound, the great majority are foreign-born whites. The boatmen in most instances are native-born of foreign-born parents.

According to the census of 1900, of 5,944 fishermen and oystermen in Oregon and Washington, 1,105 were native-born of native parents, 648 were native-born of foreign-born parents, 3,352 were foreign-born whites, and 839 were colored, chiefly Chinese, who do not supply fish to the canneries. The percentages for the four classes were 18.6, 10.9, 56.4, and 14.1, respectively. The country of birth of the foreign-born and of the parents of those who were native-born but one or both of whose parents were foreign-born shows the origin of the foreign element, though in a rather unsatisfactory manner. The country of birth of parent or parents was as follows:

Scandinavia	1,386	(32.9 per cent).
Austria-Hungary	296	(7 per cent).
Germany	281	(6.7 per cent).
Great Britain	244	(5.8 per cent).
Ireland	159	(3.8 per cent).
Italy	143	(3.4 per cent).
Russia	57	(1.3 per cent).
Other countries	1,653	(39.2 per cent).

A large number of those coming from "other countries" were Finns.

In recent years there has been a large influx of Finns, especially to Astoria, Oreg. They now are the most numerous race of fishermen on the Columbia and are one of the most important on Puget Sound. There has also been a large influx both of Italians and the different races of Austria-Hungary. These are now outnumbered only by the Scandinavians and Finns. The fishermen are very largely of these four races or groups of races.

Data comparable to those provided by the census of 1900 are not available for any recent date. This industry, however, is well organized in Oregon and Washington, as well as in Alaska, the fishermen for the greater part having membership in the Fishermen's Protective Union of the Pacific Coast and Alaska. The classes of labor attracted to the waters of the Columbia and Puget Sound, on the one hand, and to those of Alaska, on the other, do not differ materially, so that the records of the organization to which reference has been made indicate fairly well the extent to which immigrant labor is employed in the fishing industry and the countries from which these immigrants have been drawn. The nativity of 6,725 fishermen on the "books" of the Fishermen's Protective Union in 1908 is shown in the following table, which has been compiled from the card membership record of the union, in which record nativity, citizenship, age, conjugal, and other details are set down.

TABLE 15.—*Nativity of members of the Fishermen's Protective Union of the Pacific Coast and Alaska.*

Country of birth.	Total number.	Country of birth.	Total number.
United States	419	Honduras	1
Alaska	1	Ireland	45
Hawaii	2	Italy	1,585
Argentina	2	Malta	1
Australia	11	Mexico	1
Austria	164	Netherlands	47
Barbados	1	Norway	1,478
Belgium	10	Peru	1
Canada	36	Portugal	13
Cape Verde	1	Russia	161
Chile	1	Scotland	20
Cuba	1	Spain	11
Denmark	232	Sweden	1,139
England	66	Switzerland	6
Finland	943	Turkey	3
France	9		
Germany	244	Total	6,725
Greece	64		

Of the total membership, 23.6 per cent were born in Italy, 22 per cent in Norway, 16.9 per cent in Sweden, and 14 per cent in Finland. In other words, 76.5 per cent of the members of this union were of the above-mentioned nationalities. Only 419, or 6.2 per cent, were native Americans, and even fewer of other nationalities were reported. Germany was represented by 244, Denmark by 232, Austria by 164, and Russia by 161. Less than 70 were born in each of the other countries represented.

No Asiatics are engaged in salmon fishing for the canneries. Their labor, unlike that employed on the Frazer River in British Columbia, where the Japanese have become an important element among the fishermen, is entirely within the canneries.

SALMON CANNING.

There were a few small salmon canneries along the Columbia River before Chinese came to Portland in any considerable numbers. These canneries were operated with white help, but most of them failed because the laborers did not like the work and left it at the first opportunity. The large canneries were all started and have always been manned largely with Chinese laborers. This is equally true of the canneries on Puget Sound, where the first was started in 1891 with Chinese brought from Portland for its labor supply. Very few, if any, of the canneries now in existence employed white men to do "cannery work" until after the middle of the eighties, when the Chinese-exclusion act brought to an end the influx of Chinese coolie laborers. It may be said with little qualification that more recently other races have been employed only after the largest possible number of Chinese have been contracted for, and that they have been fitted into the organization created for that race and used only for the less skilled work. In fact, this industry has been, and still is, more dependent upon Chinese labor than any other.

The first Japanese were employed in Columbia River canneries in 1901. Few found employment, however, until 1904, but since then, as the Chinese have become older and fewer, the number has rapidly increased. The history of their employment in the Puget Sound canneries is about the same. They have been an important element in the labor supply for about six years.

At Blaine, and at several other places in Washington, as well as at one or two places on the Columbia, American Indians have been employed. However, they were never numerous and at present comparatively few are employed.

White men have always been employed as "company men" to fill the office positions, and to serve as engineers, firemen, and mechanics. They have also "pitched" the fish upon the floor of the cannery. But it is only in recent years that any large number have been employed at "cannery work." Only recently, also, have any considerable number of women and girls found employment. Such work was formerly distasteful to them, chiefly because it was a Chinese industry, but, as the odium attaching to it has diminished, increasing numbers of women and girls are found in those canneries which are located convenient to the villages where they reside.

The races employed along the Columbia early in the season of 1909 are shown in Table 16. Sixteen of the eighteen canneries then employed 792 persons, of whom 398 were Chinese men, 253 Japanese men, 85 white men, 44 white women and girls, and 12 American Indians. Chinese and white men were employed in all and Japanese were employed in all but one. White women were employed in only six, but would be employed later in the season, in about one-half of the total number. Six weeks later the proportions of the several races would be somewhat different, for the Chinese are employed during the entire "season," while the others are employed, as a rule, for only the busier period. Their numbers are added to from time to time as the season develops. A few weeks subsequent to the date covered by the table there were 367 Japanese. Where women and girls were employed their number had increased in a still greater proportion.

TABLE 16.—*Number and wages of employees of 16 Columbia River canneries, by race.*[a]

	Number of employees of each specified race.				Wages [a] paid to—	
	Chinese.	Japanese.	Miscellaneous white men.	Miscellaneous white women.	Chinese.	Japanese.
No. 1	27	12	12	0	$150	$140
No. 2	43	25	4	5	145	140
No. 3	32	34	4	6	40	35
No. 4	30	21	15	17	140	130
No. 5	1	11	10	10	(b)	40
No. 6	14	24	6	3	150	135
No. 7	30	4	2	0	50	40
No. 8	20	15	5	0	(b)	(b)
No. 9	22	8	4	0	145	135
No. 10	30	22	4	3	55	45
No. 11	21	11	3	0	40	40
No. 12	18	22	3	0	150	140
No. 13	19	10	2	0	150	140
No. 14	19	19	7	0	145	140
No. 15	48	14	[c]12	0	35	30
No. 16	25	0	4	0	150	(b)
Total	398	253	97	44	....	....

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Wages of common laborers. The wages $130 to $150 are for the season; $35 to $50 for the month.

[b] No record.

[c] Including 12 American Indians.

The situation in 19 of the 23 canneries on Puget Sound is shown in Table 17. This was at the height of the season. Of some 3,987 employees, excluding fishermen and boatmen, 1,024 were Chinese, 953 Japanese, 8 Koreans, 197 American Indians, and 1,805 white persons whose race was unascertained. White men and women and Chinese are employed in all of the canneries noted in the table. Children are employed in more than one-half. Indians are employed in six. Japanese men are employed in all but one, and in that establishment they recently went on strike because of difficulty growing out of their desire to engage in more occupations in order that they might learn all parts of the business.

Table 17.—*Number of employees of 19 Puget Sound canneries, by race.*

Cannery.	Indian.	Chinese.	Japanese.	White men.	White women.	White children.	Fishermen and boatmen.
No. 1	....	141	170	250	180	50	240
No. 2	....	18	22	11	10	24	....
No. 3	....	41	37	37	31	30	....
No. 4	....	65	70	16	35	....	....
No. 5	....	25	28	25	40	60	....
No. 6	....	30	30	44	30	12	25
No. 7	....	40	60	120	(a)	(a)	40
No. 8	....	15	20	....	(a)	(a)	....
No. 9	....	13	20	80	(a)	(a)	....
No. 10	....	110	50	100	(a)	(a)	30
No. 11	....	120	80	70	(a)	(a)	180
No. 12	....	80	75	25	40	10	
No. 13	30	78	40	35	25	....	
No. 14	1	60	100	45	25	....	....
No. 15	30	50	[b] 15	55	56	....	22
No. 16	....	34	43	40	100	(c)	25
No. 17	1	37	....	28	65	....	10
No. 18	100	45	[d] 45	30	10	....	100
No. 19	35	15	18	16	9	....	
Total	197	1,024	953		1,805		674

[a] Included under "white men."
[b] Not including 6 Koreans.
[c] Women and children.
[d] Not including 2 Koreans.

The skilled men who serve as engineers, mechanics, etc., the clerical staff, and the men who place the fish upon the floor, are always employed by the cannery company. The "cannery men," on the other hand, are usually employed under a system of contract which has long obtained and has only recently begun to pass out of use. It originated along the Columbia about 1884 and was introduced in the Puget Sound canneries at their inception.

The contract system is now employed in 14 of 18 canneries visited on Puget Sound and in all but 5 of 16 visited on the Columbia. Under this system a contract[a] is entered into with a Chinese "contractor" to do all of the work involved in canning fish, from the time they are delivered on the floor of the cannery until they are loaded upon cars ready for shipment. This contract covers a season. Payment is made, with exceptions to be noted, at so much per case—usually about 45 cents per case of 48 cans each. The company guarantees that the pack will amount to a specified number of cases and must pay for that amount as a minimum. The Chinese contractor, on the other hand, agrees to put up a certain number of cans per day if the fish are supplied, or to can all that are supplied. One exception to the above statement is that one or more of the operations may be paid for by the company on a piece basis and are not covered by the contract price.

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[a] A typical Chinese contract is given at the conclusion of this chapter, pp. 396 to 399.

Under this contract system the Chinese contractor (for the contractors are always Chinese) hires all of the laborers—Chinese, Japanese, and white—doing "cannery work." The Japanese he usually obtains through a Japanese subcontractor or "boss."[a] Formerly the "bosses" received $2 to $5 for each man supplied, but now they get a profit amounting to about $15 per man, from commissions on wages and on supplies furnished on credit. The white employees are secured in the locality without the intervention of a "boss."

This system originated when all of the cannery bosses were Chinese and is explained by the fact that the members of that race always worked under contractors or bosses. It was a method of securing an adequate supply of labor. However, as the number of Chinese engaged in the canneries has decreased, this system has tended to fall into disuse. It is not so suitable where other races are employed. Furthermore, if the emphasis is placed upon Chinese labor, as it is when this system obtains, it doubtless tends to increase the cost. Twelve years ago the contract price per case is said to have averaged about 36 cents as against 45 at the present time. No doubt the increasing contract price has been largely responsible for the disappearance of the system where it is no longer employed, and its disappearance marks an effort to make more use of non-Chinese labor.

In two or three instances where the contract system does not obtain, all employees are hired directly, without intervention of a "boss." More frequently, however, a Chinese foreman or a Japanese foreman, or both, are paid a salary and a commission on each case packed, or else paid a commission and given the privilege of boarding the men, the object being, of course, to insure an adequate supply of labor.

These details are of importance chiefly in explaining why the different races are doing the work they are and in helping to explain other matters to be commented on later. It will be well, also, to note the division of employment among the several races before taking up the matter of wages.

In the cannery work the processes are butchering, formerly done by hand but now by machinery; cleaning and cutting the fish preparatory to packing; packing, sometimes by hand, sometimes by machinery; soldering, formerly done by hand but now by machinery; testing the cans; cooking, cooling, and washing the cans in lye and piling them in the warehouse; and, finally, lacquering and labeling them. Incidental to this there are salting fish, the placing of "chips" or lids on the cans, and similar work, piling cans, trucking, etc.

Most of the skilled work is done by the Chinese. The only important exceptions are found in three or four canneries where few Chinese are employed. This predominance of Chinese is partly due to the fact that, always having done this kind of work, they are very skillful, and partly to the fact that the organization is such as to favor Chinese and to keep others from gaining the necessary experience. When butchering and soldering were hand work and required skill, they were done by Chinese, but now that they are done by machinery, they are usually left for others to do. The Chinese now during the rush season are found almost exclusively in the "bathroom," testing cans, completing defective soldering, cooking the cans in the retorts, washing them in lye, etc. They do some of the filling and usually do lacquering and labeling after the rush season is at an end. They also do the necessary sorting of fish.

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[a] Practically all the Japanese employed in Puget Sound canneries are provided by one contractor with an office in Seattle.

The Japanese, on the other hand, do unskilled and semiskilled work. They usually prepare the fish for canning—that is, they operate the butchering machines, clean, and cut the fish. They sometimes serve as helpers in the "bathroom," truck, and pile cans upon trays, and operate the soldering machines. In a few cases only, where the Chinese employees are very few, do they do any skilled work. It is stated that the Chinese use their superior position to prevent the Japanese from gaining a better knowledge of the industry. They have taught other classes, but not the Japanese, how to do hand butchering and cooking, and in other ways have shown a prejudice against that race.

The white men do most of the trucking and heavier work generally, including that in the "bathroom." They are superior in strength to both the Chinese and Japanese. The women and children place chips on cans for the soldering machines and do more or less of the labeling. In addition to this the children pile cans in the warehouse, while the women share with Chinese and Japanese the hand filling of cans.

The Chinese are usually employed by the season. The actual canning of fish may last from two to four months, but the season from first to last covers a period of from two to ten months, and usually from six to eight. The wage covers the work of the season, whether it proves to be long or short. This wage in the Puget Sound canneries varies from $200 to $600 for the different kinds of labor, but the average would not be far from $500, because most of the Chinese are in skilled occupations. On the Columbia the minimum wage for the season (of four months) is about $150. When paid by the month, the lowest paid positions occupied by Chinese command $35 to $40 per month, while the more skilled command from $55 to $75 per month. These wages are in addition to board and lodging, which may be reckoned at $7.50 to $8 per month. In addition to this, too, the men are paid for overtime and Sundays, usually at the rate of 15 cents per hour. The day covered by the season or monthly wage is of eleven hours, but for several weeks the hours will average fourteen or fifteen and sometimes reach twenty per day, while the cannery will operate seven days per week. The overtime pay adds materially to the earnings.

The wages paid to Chinese have increased greatly during the past twenty-five years. On the Columbia during the early eighties common laborers are reported as receiving from $20 to $22, the more skilled from $25 to $30, per month, with board and lodging in addition.

The Japanese usually receive somewhat less than the few Chinese employed as common and semiskilled laborers. Some are employed by the season, some by the month. On the Columbia they receive $130 to $140 for the season, the Chinese, as indicated above, somewhat more. In the Puget Sound canneries, where they are usually employed for a short season of two months, they are paid $65, $70, or $75 (for the two months) and a few employees on butchering machines even as much as $60 per month. When paid by the month at the Columbia canneries they are almost invariably paid $5 per month less than the Chinese doing similar work. Like the Chinese, they are paid for overtime and receive board and lodging. The overtime pay amounts to $25 to $60 for the season and the board and lodging are reckoned at $7.50 or $8 per month.

The wages of Japanese have also increased since they were first employed, in 1901. At that time they were paid $1.10 per day in the canneries at Astoria. In 1902 they went on strike for higher wages but were replaced by their fellow countrymen at the same wages. At present most of them earn $35 or $40 per month for regular work of eleven hours per day, which is considerably more than $1.10 which they at first received.

Outside of the clerical staff, engineers, and mechanics, most of the white persons are employed during the rush season only—some two weeks to two months. In the Puget Sound canneries the men receive 20 cents to 40 cents—most of them either 25 cents or 30 cents—per hour. They are paid the same rate for overtime. With an eleven-hour day these wages are better than the $2 per day they receive in the lumber mills near by, and are sufficient to attract all of the white laborers desired. The white women are paid 12½ to 20 cents per hour for placing chips on cans and similar work. For packing salmon in the cans they are usually paid by the piece. As "hand fillers" they earn from $1 to $7 per day, the average earning being between $2.50 and $3 per day. The children receive from 10 to 20 cents per hour. The normal day for women and children is ten hours. Board and lodging are not provided for such laborers.

In the Columbia canneries the few white persons employed in cannery work make about the same earnings.

Wages are usually not paid until the end of the season. This is especially true of Japanese and Chinese laborers where the contract system obtains. Supplies are advanced by the "boss" or by storekeepers, the bills being sent to the contractor or company, as the case may be. A system of cash advances to Asiatics also obtains. These are almost always made through the contractor or bosses, who become responsible for the men. The advances frequently amount to as much as $100 to Chinese and $50 to Japanese. At times they are made to laborers employed for the season several months before the work begins. In the Puget Sound canneries it is a custom for the Chinese laborers to deposit their "certificates" as security.

Lodging places (bunk houses) are provided for Asiatics by the canning companies. Sometimes separate bunk houses are provided for Japanese and Chinese, but frequently they are given lodgings in different parts of the one building provided. They usually eat in the same dining room, but at separate tables. Where the contract system obtains, the Asiatics are invariably boarded by the Chinese contractor. Elsewhere they are usually boarded by the foreman through whom they are obtained, the cannery company paying $7.50 or $8 per month per man.

Most of the white men employed as "cannery hands" are drawn for a few weeks from other industries. They have had neither inducement nor opportunity to learn all parts of the business. Furthermore, there are some parts of the work which, because of the conditions which obtain, they do not care to do. They also object to the large amount of overtime found necessary during the rush season, and not infrequently leave. One or two canneries have in recent years attempted to operate with white laborers exclusively, but with so little success that they have again employed Asiatics. The Chinese and Japanese invariably constitute the more permanent part of the help.

The Chinaman is invariably regarded as the ideal cannery hand. This is due partly to his experience, partly to his inherent qualities. He is industrious, tractable, honest, uncomplaining, and easily satisfied.

The Chinese are always preferred to the Japanese, about whom there is some difference of opinion. The Japanese have less experience than the Chinese, are less tractable, more likely to object to long hours and bad conditions, and are less reliable in contractual relations and less painstaking in their work. Though they are usually said to be industrious, they are sometimes reported to be lacking in that respect and to object to the pace set by the machinery employed. However, they are found to be intelligent, progressive, and adaptable, and are very generally regarded as being, or as being capable of becoming, good substitutes for the Chinese. They have had the further advantage of being easily secured through Japanese contractors. It is to them rather than to any white race that the cannery companies look for substitutes for the disappearing Chinamen.

JAPANESE LABORERS IN SALMON CANNERIES.

Statistical data were gathered from 458 Japanese employed in salmon canneries, some in Columbia River, others in Puget Sound establishments. The more important results of the tabulation of the data may be given here. It is unfortunate that corresponding data could not be gathered for the other races in sufficient number to give trustworthy results.

Of the 458 Japanese, 248 had been in the United States less than five years, 162 had been here five years or more but less than ten, while only 68, or less than 15 per cent of the entire number, had been here more than ten years. It may be noted, too, that of the 248 who had been in the United States less than five years, five had been here less than one year and 38 less than two years. Of these 38 several were "school boys"[a] working in Puget Sound canneries during the summer vacation.

The vast majority of these immigrants are young, unmarried men. Of the 458 reporting, 29 were under 20 years of age, 245 between 20 and 29, 156 between 30 and 44, while only 28 were 45 years of age or over. Three hundred and fifteen, or 68.8 per cent of the entire number, were single, 134 married, 3 widowed, and 6 divorced. But practically all were placed in the position of single men, for of the locations of 91 wives reported, 88 were abroad and only 3 were in the United States.

Most of the laborers who are not "school boys" work on the railroads as section men, in the fields, or as wood choppers when not at work in the canneries. The combined earnings from all sources for the year amount to a comfortable sum in spite of the comparative smallness of the amount earned during the canning season.

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[a] Japanese doing domestic work for part of the day in return for board and lodging

The smallest yearly earnings reported was $196; the largest, $760; the average for 90 persons for whom such data were collected, $378.27. The distribution of the earnings may be seen from the following table:

TABLE 18.—*Yearly earnings (approximate) of Japanese male employees.*

	Number working for wages and reporting amount.	Average earnings.	Number earning—							
			Under $200.	$200 and under $250.	$250 and under $300.	$300 and under $400.	$400 anc. under $500.	$500 and under $600.	$600 and under $700.	$700 and under $800.
Japanese	90	$378.27	1	2	5	55	22	2	1	2

From this it is seen that 77 persons, or 85 per cent, earned from approximately $1 to $1.65 for each work day in the year, while 8 earned less and 5 more.

CHINESE CONTRACT.

The following is a typical Chinese contract in the fish-canning industry:

This agreement, made this —— day of ——, 1908, by and between the —— ——, party of the first part, —— ——, and [a Chinese company which contracts with nearly all of the Puget Sound canneries], of Portland, Oregon, party of the second part, hereinafter called "Contractor,"

Witnesseth: That the said Contractor agrees to furnish and board at his own trouble and expense a sufficient number of [a] good, young, and healthy men, including two (2) foremen and three (3) testers, all skilled in making cans and packing salmon, to be ready to leave Portland on train and/or vessel to be provided by the ——, say between March 20th and June 15th, 1909, to go to the —— —— salmon cannery of the —— —— at —— ——, Washington, and there to make all cans that may be required, saving and cutting inside chips from scrap tin and saving and boxing all tin strips; take fish from wharf, clean and wash thoroughly, removing all blood, slime, fins, entrails, and other impurities; then pack into cans with filling machines, each can to contain sixteen (16) ounces of fish (weighing all cans, if required), and to be properly salted; run cans through washing machine, or wipe by hand; put in small piece of tin in each can, so as to make soldering easier; then put on tops by hand, and crimp cans by hand, or use topping machines; then solder with soldering machines, afterwards mend by hand, with good and skillful men, such cans as the soldering machine may not make tight; test thoroughly in hot water; cook and vent in a proper manner; wash in lye; cool; test and pile away; again test; lacquer by hand in vats or with lacquering machines; label by hand or with labelling machines; again test; then box, making all salmon cases required; then pile away in cannery, eight (8) cases high, until ready for shipment; using all the salmon that shall be furnished at the fish dock or cannery wharf during the entire season, packing at least forty-five hundred (4,500) cases of forty-eight (48) one-pound cans per day, sufficient fish being on hand therefor; and will pack all tail pieces by hand, if required, without extra compensation; and will operate six (6) filling machines during entire season. It is understood that the men will cut all heads off the fish by hand if required.

All said work must be done in a thorough, skillful, and workmanlike manner, and under the supervision and direction of the the superintendent of the —— ——.

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[a] The crew shall consist of one hundred and twenty-five (125) Chinese, including 2 foremen and 3 testers, eighty (80) Japanese, balance, white and/or Indian labor.

The Contractor shall have sufficient men at said cannery by April 1, 1909, for making cans.

The two (2) Chinese foremen to be furnished, named ——— ——— (or such other foreman as may be mutually agreed upon), shall be especially well skilled in all the details of packing salmon. He shall direct and oversee the manufacture of all cans and the packing of all salmon under the direction and supervision of the superintendent.

The Contractor is to furnish three (3) testers, who are thoroughly skilled in the art of testing. The testers shall do any other work than testing as may be ordered by the superintendent.

Said Contractor agrees to pack forty-five hundred (4,500) cases of forty-eight (48) one-pound cans of salmon per day, in the manner hereinbefore specified, and further agrees that whenever sufficient fish is on hand, and he shall fail to pack said number of cases of salmon per day, he will pay to the ——— ——— the sum of one dollar and fifty cents ($1.50) per case, for such number of cases as he shall fail to so pack.

It is understood and fully agreed that the above specified number of cases to be packed daily is not to be deemed completed until all leaks found in the packing of the previous day are mended.

The Contractor shall handle all canning material (except wood and coal), as may be required, from and to barges and vessels and in and about the cannery and warehouses, and shall load all filled cases on barges and vessels. The actual loading and discharging from the dock to the vessels and from the vessels to the dock shall be deemed as extra labor, and paid for as such at the rate herein provided for extra labor, but all trucking and handling of material and cases of salmon in and about the cannery and warehouses, and from and to ships' tackle, shall be deemed part of the regular work of the Contractor, and no extra compensation shall be paid therefor.

In case there are more fish at the cannery at any time or times than the complement of men herein specified and furnished can pack each day, the superintendent may hire a sufficient quantity of available labor to pack up to the daily guarantee, and charge the cost thereof to the Contractor.

The Contractor agrees to lacquer and complete, ready for shipment, as many as possible, with full crew, cases of salmon per day as the season progresses, whenever required, and in default thereof he agrees to pay to the ——— ——— twenty-five cents (25c) per case for such number of cases as he shall fail to so make ready, and after the canning of salmon has stopped, he will lacquer and complete, ready for shipment, as many as possible, with full crew, cases per day for each and every day until the entire pack of salmon is ready for shipment, and in default thereof he will pay to the ——— ——— twenty-five cents (25c) per case for such number of cases as he shall fail to so make ready.

The Contractor agrees and guarantees that there will be less than four (4) per centum of cans of the entire pack that will need mending after having been cooked and cooled. He agrees to mend properly and skilfully, all of these defective cans within twenty-four (24) hours after being first cooked, and to pay to the ——— ——— four dollars ($4.00) per case for all such cans over one-half of one per centum (½ of 1%) as may not be made tight and merchantable within forty-eight (48) hours after having been first cooked.

Light cans caused by bad stops after first cooking shall not exceed one-tenth of one per centum (1-10 of 1%); any excess over one-tenth of one per centum (1-10 of 1%) arising from bad stops shall be paid for by the Contractor at the rate of four dollars ($4.00) per case.

The Contractor agrees that his men shall be economical in use of tin, solder, fish, and all materials entrusted to them, and he holds himself liable to the ——— ——— for all wastage, breakage, and improper and excessive use and stealage by his men of all fish, materials, tools, and machines. The men shall at all times and in all places be subject to and shall obey the orders of the superintendent, or whoever may be in charge for the ——— ———, and shall work whenever and wherever required on week days, Sundays, holidays, and nights, and shall do any and all kinds of work incident to the canning of salmon, and the men may be shifted from any class of work to any other class of work as often as desired.

Any man claiming to be sick or incapacitated for labor shall be examined by the superintendent or physician of the ——— ——— and if found fit for work shall immediately go to work. The Contractor shall pay to the ——— ——— as liquidated damages ten dollars ($10.00) per day for each man who absents himself from work, for whatever cause, without permission of the superintendent. Should the men, on account of sickness or otherwise, be unable or refuse to perform all of the work as herein agreed by the Contractor to be performed, then the ——— ——— shall have the privilege of hiring other men to perform the work, and shall charge the Contractor the cost of such extra labor, including the board of the men performing same.

The Contractor hereby guarantees that all Chinese employed under this contract shall have complied with the laws of the United States for their registration and are entitled to remain in the United States.

There shall be no smoking in warehouses or box factory under penalty of fifty dollars ($50.00) for each offense.

The ——— ——— agrees to furnish free transportation from Portland, Oregon, or lesser distance, to the cannery and return, for the men furnished under this contract, who go with the expedition, together with their lawful baggage, provisions, and merchandise, at original times of going and final times of return, but not at intermediate times.

The ——— ——— agrees to furnish fish sufficient to pack one hundred thousand (100,000) cases of forty-eight (48) one-pound cans of salmon during the season of 1909 at said cannery, if the same is operated throughout the season, and the covenants of this agreement all being carried out, kept, and performed by the Contractor, the ——— ——— agrees to pay for that number of cases, upon the terms and conditions as specified herein and at the following rates, viz:

For every case containing forty-eight (48) one-pound cans which shall be packed by the Contractor, and which is in proper and merchantable order, the sum of forty-eight cents (48c) up to the guarantee of one hundred thousand (100,000) cases and for all over said season's guarantee forty-three cents (43c) per case.

For each of the two (2) Chinese foremen named, or another, if agreed upon, the sum of seventy-five 00/100 dollars ($75.00) per month from the day of arrival at the cannery until the close of the season.

For each of the three (3) testers the sum of fifty 00/100 dollars ($50) per month from date of arrival at the cannery until the close of the season. If from any cause this contract is not completed, the foreman and testers shall be paid at the aforesaid rates from the day of arrival until work ceases.

For all salmon cases nailed and made one cent (1c.) each.

For any extra work, other than that performed in connection with the canning of salmon, done at the request of the superintendent by said men for the ——— ———, the Contractor shall be paid at the rate of fifteen cents (15c.) per hour.

The ——— ——— to pay for all cans made over the guarantee of 100,000 cases and not used, at the rate of five cents (5c.) per case. Contractor to pay for all made cans furnished at the same rate.

Terms of payment, three thousand dollars ($3,000) on the execution of the contract; nine thousand dollars ($9,000) on January 15th, 1909; balance five (5) days after the close of the season, less such amounts as the Contractor may draw at the cannery as the season progresses, for the payment of help, etc., amounts to be fixed by the superintendent of the ——— ———.

The ——— ——— may (but is not obliged to) pay any person or persons who shall perform labor or furnish provisions or supplies for or to the Contractor in carrying out this contract such sum or sums as may be owing to him or them, and all such disbursements shall be deemed as payments made to the Contractor under this contract.

Any amounts owing to the ——— ——— under this contract, or from the Contractor on any other account, may be deducted and withheld from any moneys owing to the Contractor or his assignees on this contract or may be recovered independently.

It is further agreed that if on account of any accident, strike, lockout, labor trouble, riot, insurrection, war, or other cause beyond its control, the ——— ——— is prevented from outfitting, or from dispatching the vessel intended for such voyage, it may, at its option, rescind this contract by any notice of such intention given to the Contractor, and in case of such recision the ——— ——— shall never be liable for any demand or claim in damages or hereunder or whatsoever.

In the event that the cannery, or the materials necessary for the carrying out the provisions of this contract, shall have been destroyed or lost prior to the arrival of the vessel at the cannery, and said men are not transferred to some other cannery as hereinafter provided, then the ——— ——— shall be obliged to return them to the port of Portland, within a reasonable time, free of charge, and no other claim shall be made against the ——— ——— for any compensation or damages under this contract or otherwise.

In the event of the damage or destruction of said cannery or materials necessary for carrying out the provisions of this agreement, subsequent to the arrival of said vessel, whereby canning operations cease, or in the event of the inability of the ——— ——— to continue with its work at said cannery by reason of any accident or strike of its fishermen or employees before completion of the season's pack, the ——— ——— shall only pay said Contractor for such work as shall have actually been performed prior to such damage, destruction, accident, or strike at the contract rate, without regard to the guaranteed quantity of fish to be furnished for the season's pack.

In case of damage to or destruction of the cannery or materials by fire or the elements, or in case of any accident, or if necessity demands (which shall be determined by the superintendent), the men employed under this contract, or any of them, will at the direction of the superintendent go to any other cannery or canneries which is, or are, under lease or owned by the ——— ———, and there continue to work as herein provided during the remainder of the season, and the Contractor shall be paid for the work done at such other cannery or canneries at the contract rate without regard to the guaranteed quantity of fish to be furnished for the season's pack.

It is expressly agreed that neither the superintendent in charge of said cannery for the ——— ———, nor any other person except the officers who sign this contract, or others acting in the same capacity on behalf of ——— ———, have any power or authority to modify or change any of the provisions herein contained, or to make any new contract covering any part of the subject matter, and if any changes are made the same must be expressed in writing and duly signed by such officers, in order to be binding upon the ——— ———.

If packing ceases on or before September 1st, the laborers will not be detained at the cannery later than December 1st, provided the Contractor shall make ready for shipment by December 1st all salmon packed previous to September 1st. Labeling orders shall be given on or before October 25th and as often thereafter as may be necessary to keep the laborers employed.

In witness whereof, the ——— ——— has caused these presents to be signed by its duly authorized officers, and its corporate seal to be impressed hereon, and the Contractor has hereunto set his hand and seal, the day and year first above written.

[For General Tables of this report see pp. 465 to 714.]

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CHAPTER III.

IMMIGRANT LABOR IN THE SALMON CANNERIES OF ALASKA.

INTRODUCTION.

The investigation of the salmon canneries of Alaska was confined to the information obtainable through the offices of the various cannery companies which operate from southern cities as a base, to the records of the Fishermen's Protective Union of the Pacific Coast and Alaska, and to such data as could be obtained from the various employees and foremen who were spending the winter in San Francisco. However, the data so obtained, when used in connection with those furnished by the report of the Bureau of Fisheries for 1909, serve to give a fairly clear idea of labor conditions and racial distribution in the salmon industry of Alaska.

In 1909 there were 41 canneries in operation in Alaska, employing 10,522 men. There were also 32 salteries, employing 917 men. Thus the salmon industry as a whole provided employment for 11,439 men. Of these, 3,675 were engaged in fishing, 7,285 in handling the fish on the wharves and in operating the canneries and salteries, and 497 in manning the boats used in transportation.[a]

The situation in southeastern Alaska is somewhat different from that in central and western Alaska. The former district is nearer the base of supplies and has a larger settled population. For these reasons the number of establishments is greater, and considerable local labor is used. For example, the 19 canneries and 24 salteries of southeastern Alaska employed 1,802 Indians out of a total of 3,975, while only 625 were employed elsewhere in the Territory. Furthermore, some of the canneries in this section buy from independent fishermen, sending boats on regular routes through the fishing grounds to gather the catch. Comparatively few companies in this locality bring in fishermen from the Pacific Coast States, but usually some Chinese and occasionally Japanese are brought in to "man" the canneries, with the assistance of local labor.

In central and western Alaska, on the other hand, the fishing grounds are farther removed from the centers of population and little local labor is available. It is in these fields that the companies which send out men from the "coast cities" chiefly operate. These companies are larger and control more men than those in southeastern Alaska, the 11 firms with canneries in this district employing more than two-thirds of the men in the industry. Six companies operate from San Francisco, 2 from Astoria, 1 from Portland, and 2 from Seattle. Several of these also conduct canneries and salteries in southeastern Alaska.

The men sent out to the Alaskan fishing grounds from the south are classified into two distinct groups—the "fishermen" (this term including beachmen, who handle the fish on the wharves, as well as the men who fish) and the "cannery hands." The former are with few exceptions white men, chiefly Italians and Scandinavians. The latter are largely orientals, Chinese and Japanese, and recently a few Filipinos and Koreans. These two classes require separate discussion.

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[a] Report of the Bureau of Fisheries, 1909, Document 730, Alaska Fisheries.

FISHERIES.

The Alaska fishing season covers a period of from five to six months. The voyage to the grounds is usually made in sailing vessels and occupies about one month. The boats sail the latter part of March or the first part of April in order to be certain of reaching the fishing grounds before the salmon begin to run. The time of going, however, is different for different waters because of differences in the time of the salmon run. Most of the men employed are sailors as well as fishermen and are used to man the boats. Those who can not go aloft are required to work on deck and "stand watch" during the voyage. For this service they are paid "run money," which will be discussed later under earnings of labor. In salmon fishing there are three general occupation groups—fishermen, trapmen, and beachmen. The fishermen go out in the boats, handle the nets, and take the catch to the wharves. They must have a knowledge of fish and their habits, and how to care for them when caught, as well as skill in handling a boat in all weather. Two men work in each boat, one as captain and one as boat puller. The trapmen have charge of the various stationary paraphernalia, such as traps, raising the fish and transferring them to the wharves. The beachmen are merely longshoremen, who transfer the fish from the wharves to the canneries and the finished product from the canneries to the steamers.

The intensity of the work required of the men varies greatly. The rush season comes during the three weeks of the "salmon run." While the "run" is on, each man is worked to his fullest capacity. In their agreement with the companies the men signify their willingness "to give their whole time and energy to the interests of the company, and to work day and night, Sundays and holidays not excepted, according to the lawful orders of the captain or superintendent or whoever may be in charge of the company." While the salmon are running all employees are required to live up to this agreement. Indeed, it is not uncommon for the fishermen to work forty-eight hours without sleep or rest. Trapmen and beachmen also work very long hours during the "run." Before and after this "rush season," however, the duties of all are light, being chiefly devoted to unpacking, repairing, and packing the equipment used in the season's haul. No Sunday work is required and the work is more or less of a "lark."

Most of the fishermen who go to Alaska are members of the Fishermen's Protective Union of the Pacific Coast and Alaska. This union has made agreements with all of the San Francisco companies and several of the firms in the northern cities whereby only union men are accepted. However, the requirements for membership are such that few men are prevented from entering the industry. It is estimated that 2,300 union fishermen went to Alaska in 1909. Of these, 1,800 were from San Francisco and 500 from Astoria, Portland, and Seattle. An official of the union stated that approximately 1,000 nonunion men also went from these ports. If this estimate is accurate, some 1,500 white men are drawn from the local labor supply in Alaska, for, as reported by the Bureau of Fisheries, 4,826 were employed in the industry in 1909.[a]

The class of labor attracted to Alaska is similar in racial composition to that used on the Columbia River and on Puget Sound, a matter discussed in the preceding chapter, in connection with Table 15.

The general racial distribution, indicated by the figures there given, is borne out by the data secured from several canning companies operating in Alaska from San Francisco as a base. One of these, which has establishments on Puget Sound as well as in Alaska, employed from 2,500 to 3,000 fishermen, of whom the majority were Italians and Scandinavians. Four other San Francisco companies employed approximately 528 fishermen, of whom 50 were Norwegians, 27 Finns, 49 Swedes, and 255 Italians. In other words, 381, or 72.2 per cent, were of these races. The Italians, most of whom are from the southern provinces of Italy, are the most numerous race in the fishing industry. Unlike the other races employed, they are largely married men, who live in the cities about San Francisco Bay when not on the salmon fishing expeditions to Alaska. Members of the other races are of the roving type—for the most part single and constantly shifting from place to place and from industry to industry.

As noted above, all of the employees are expected to serve as members of the crews of the sailing vessels on which they go to the fishing ground. For this work they are paid a definite rate called "run money," which varies from $50 to $100 per man, depending upon the length of the voyage. After the fishing grounds are reached the men are paid on a piece basis, which depends upon the occupation in which they engage and the kind of fish caught or handled. The agreement between the Fishermen's Protective Union of the Pacific Coast and Alaska and the Alaska Packers' Association shows the following rates at several of that company's stations:

All gill-net fishermen in Bering Sea to receive $50 as run money.

In addition to this each gill-net fisherman shall receive 5 cents for each king salmon weighing over 15 pounds, 1½ cents for each red or coho salmon, 1 cent for each chum or dog salmon, and one-half cent for each pink salmon caught and delivered to the company.

Nushagak River.—Beachmen for the Alaska Packers' Association shall receive, in addition to the wages of $75 for the run, one-ninth of 1 cent per case for all salmon canned at the (PHJ) and (NG) canneries of the association and 1 cent per barrel for all salmon salted at the cannery to which they are attached at Nushagak River, Alaska, during the season of 1907.

Trapmen: Each trapman shall receive, in addition to the wages of $75 for the run, one-ninth of 1 cent per case for all salmon canned at the (PHJ) and (NG) canneries of the Alaska Packers' Association at the Nushagak River, Alaska, during the season of 1907.

Northwest Fisheries Cannery, Uyak Bay, Kodiak Island, Alaska.—Each fisherman at Uyak Bay shall receive $30 per month from the time of arrival until the time of departure from Uyak Bay. In addition to this all men at Uyak Bay shall receive $15 for each and every 1,000 good red salmon caught and delivered and $7.50 for each and every 1,000 humpbacks caught and delivered, this to be divided by 65, each fisherman at Uyak Bay to receive as his percentage one sixty-fifth part of all fish caught and delivered. Every beach and fisher man shall stand engaged until the end of the fishing season.

ALASKA PACKERS' CANNERY, PYRAMID HARBOR, ALASKA.

Each party of the second part (except those who ship at specified wages as noted on the articles) shall receive, in addition to the wages of $100 for the run, one-half cent per case for all salmon packed at the Pyramid Harbor cannery of the association during the season of 1907. (Gill-net fishermen, trapmen, and beachmen all receive the same pay and percentage at Pyramid Harbor.)

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[a] Report of the Bureau of Fisheries, 1909, Document 730, Alaska Fisheries.

Any man who is discharged or by mutual arrangement ceases to work before the end of the season shall be paid at the rate of $50 per month for actual time of service in lieu of all other compensation.

Thus the earnings of the men depend upon the size of the season's catch. The average earnings of fishermen, beachmen, and trapmen in the long run are about the same, approximating $300 for the five or six months' work. In especially successful seasons their earnings are somewhat larger. For example, in 1908, 2,500 fishermen employed by one corporation received on the average $429 each as their earnings for the season. However, in times of extraordinarily large runs of fish the catch of each boat is limited, because the cannery can handle only a specified amount of fish per day. Wages paid to machinists and engineers vary from station to station, and are based on the rates necessary to induce skilled workmen to come to the fishing grounds.

In general, the fishermen receive their net earnings for the season when they return to the port from which they sailed. Deductions are made from the gross amount due the men for their work for goods purchased from the company's stores at the canneries. If the men are married, the company will advance 50 per cent of their wages each month, payable at the home port to their wives or to specified relatives only.

In their agreements with the men the packers reserve the right to discharge any man because of unsatisfactory work or other just cause, his wages to cease upon dismissal. Ordinarily a man so discharged has no opportunity to leave the vicinity of the cannery until the boats sail in the autumn. Meanwhile he must pay 75 cents per day to the company for board. When the boats finally sail, the company is by agreement liable to the discharged employee only for transportation to the nearest port or subport of entry reached on the return voyage, provided his wages have been paid him. Otherwise he must be returned to the home port.

In the very nature of the industry, the men employed by the packers are largely isolated from other communities. For this reason it is a matter of course that food, shelter, and medical attendance are furnished by the employers. The food is usually of the best obtainable, consisting largely of salt meats, canned goods, and fresh fish, it being the policy of the packers to keep the men in good spirits and in good health in so far as possible. The isolation, and the consequent difficulty in securing supplementary laborers, make such precautions imperative.

It is the general practice of the employers to keep the fishermen in separate race groups in so far as this is possible. Wherever it is feasible to equip a fishing station with members of the same race, this is done. The advantages of this segregation are that it eliminates quarrels resulting from race antipathies and makes it easier to satisfy the men in the matter of board. Each race has its own peculiar dishes, which can be more cheaply and conveniently supplied if members of the same race are working together. If possible, men of the same race are carried to the fishing grounds on the same ship, but when this arrangement is not convenient little segregation is attempted en route. When Chinese and Japanese canners are embarked with fishermen, they are always given separate quarters on board. Orientals are usually sent out in separate ships, however, when their numbers warrant it. Where two fishermen work together in one boat, they are usually of the same race.

In the fisheries the natives and north European races are regarded as the quickest and most efficient workers. They are capable of more intensive work, and can stand more rough weather than can the Italians. However, they are somewhat less persevering and industrious than the latter. They are said not to work willingly when the prospects of a large haul are poor. Moreover, as a rule they do not follow the fishing trade continuously. They are for the most part rovers who move from industry to industry. During the winter many of them work as longshoremen, deck hands, cement mixers, and in other unskilled occupations. With the Italians, on the other hand, the fishing trade is a continuous occupation. While in Alaska they work regularly without regard to the character of the "haul," and in this way earn as much or more in the long run than the Finns and Scandinavians, who work more intensively during the heavy "run." Moreover, during the winter months a large proportion of them work with their countrymen in the California fisheries, thus keeping in closer touch with the industry. Most of the Italians engaged in salmon fishing are from the southern coast towns of Italy and have had experience in fishing before emigrating from that country. In general, they are regarded by employers as being satisfactory fishermen.

CANNERIES.

The labor in the Alaska salmon canneries is and has always been very different from that used in the fisheries. The Asiatic element has always predominated. To begin with, the Chinese were used almost exclusively in this branch of the industry. In dealing with them the "contract system" was developed, under which the packers make an agreement with a Chinese contractor, covering one or more canneries, as the case may be, which includes the entire process of canning and labeling the "catch" of the season. The agreement is based on the estimated amount of fish to be handled. The contractor binds himself to handle a certain minimum number of cases during the season, and a maximum number of cases per day, if sufficient fish are brought to the canneries. If the catch falls below the specified minimum, the agreed rate is paid for the difference in spite of the fact that the work is not done. Fish presented at the canneries beyond this minimum are handled at the regular rate. The contractor is paid directly by the packers and he in turn pays the men whom he employs directly or through subcontractors. Thus the packers have no direct dealings with the cannery employees. The latter are boarded by the contractor and provided with lodging in quarters furnished by the company. The contractor also sells them the merchandise they require. Because of this indirect method of payment no conclusive data have been obtained with regard to the earnings of cannery employees.

Although other races than Chinese have been introduced in the canneries in recent years, the contract system is still in use in most Alaskan establishments. As the Chinese have decreased in number, owing to the exclusion laws, the Chinese contractors have been forced to employ other races. Naturally, they have turned chiefly to other Asiatics, of whom the Japanese were most available. A number of the latter race have now become contractors on their own account, and employ only Japanese laborers. In most cases, however, their leaders act as "subbosses" under Chinese contractors, supplying Japanese laborers, and controlling them as the Chinese "bosses" do their Chinese laborers.

According to the report of the Bureau of Fisheries,[a] Chinese were in 1909 employed in canneries alone, while Japanese were used to a certain extent in the salteries. In 1909, 1,992 Chinese were used in the canneries, and 2,136 Japanese in the canneries and salteries. Among the Japanese, however, the few Koreans and Filipinos employed are included. As noted above, Alaskan Indians are used largely for cannery work in southeastern Alaska, and to a less extent in the other fields—the total being 1,246.

Further light on the racial composition of the labor supply in the central and western Alaska grounds may be had from the data reported by five San Francisco companies as to the races employed in canneries operated by them. Together they employed in 1909, 1,235 Japanese, 1,116 Chinese, 362 Filipinos, and 53 Koreans. A few of these were employed in Puget Sound canneries, but the majority were used in Alaska. The proportions, however, may be taken as indicative of the relative importance of these races in the canneries of Alaska operated by the companies with headquarters in the cities of the Pacific coast States.

When they first reach the canneries the men are employed in making cans and in putting the various parts of the equipment in working order. As soon as the salmon run begins the laborers are forced to their utmost capacity as long as the fish are delivered in large quantities. During this "rush" season the canneries are in full operation with the same shift of men for from 16 to 20 hours per day. After the fish are prepared and placed in the cans, the latter are labeled and packed in cases ready for shipment. The canning season lasts for about two months only. This, with the time spent in making the voyage to and from the fishing grounds constitutes a season's work.

As noted above, owing to the contract system in use for cannery work, no reliable data were obtained with regard to the earnings of cannery employees. The Chinese do the most skilled work, and are the highest paid employees. With the decrease in the number of available Chinese, laborers have been secured by the Chinese contractors by subletting part of the work to Japanese "bosses," who secure Japanese and members of other oriental races, such as Koreans and Filipinos.

The information with regard to the conditions of employment to which the Japanese are subjected was gathered during a study of Japanese boarding-houses in San Francisco, through interviews with men who boarded the Alaskan employees during the winter, with some of the men themselves, and with several of the contractors.

Some of the Japanese "bosses" are notorious exploiters of labor. Their system of exploitation begins with the hiring of laborers. The various subagents who secure men for the "boss" are paid $5 per man, which is deducted from the wages paid at the end of the season. The book wages of the Japanese laborers vary from $160 to $225 each for the season, or about $40 per month in addition to board and lodging, but the individual who returns to the home port with $30 or more to his credit is considered fortunate. Orientals are ordinarily transported in sailing vessels and the trip is long. The food furnished is of poor quality and scanty quantity and probably does not cost more than $3 per month per man. However, the "boss" has on board a large supply of appetizing eatables, which he offers for sale at high prices, and which he readily disposes of because of the poor food regularly furnished for the two meals per day. It is said that these goods are sold at 100 per cent profit.

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[a] Report of the Bureau of Fisheries, 1909, Document 730, Alaska Fisheries.

The long period of idleness during the voyage, coupled with the fact that most of the men who are induced to go to the canneries are of a speculative turn, enables the Japanese contractor to practice further exploitation. He provides for numerous games of chance, and places his henchmen or "subbosses" in charge of these. These "dealers" get 25 per cent of the earnings of the tables, and the remainder goes to the head "boss" as profit. This gambling trade is carried on in going to and from the fishing grounds. During the working season at the canneries the Japanese subsist chiefly upon salmon and rice. Other commodities are furnished them by the "boss" at the usual high rates.

The sums spent as wages for the Japanese laborers, in assembling them for the trip and for board during the period of several months, frequently, if not generally, amount to more than the sums paid the contractors by the cannery companies. The Japanese "boss" makes his profit, and at times covers a part of his necessary outlay, by selling provisions and other merchandise and from the tables used for gambling. A few small "bosses" reported that their incomes were as much as $2,000 for the year. Doubtless the incomes of the "bosses" who control more men, are larger.

Since white men have never been employed to any considerable extent in the Alaska canneries, the opinions of employers are confined to the oriental races—Chinese, Japanese, Korean, and Filipino. In every case the Chinese are regarded as the most efficient cannery employees. They are all experienced men, give no trouble, and attend strictly to their work. They are characterized as being reliable and eager to do anything asked of them. Their contracts are said to be kept to the letter. The Japanese, on the other hand, are generally disliked. They are often unreliable in their contractual relations and give some trouble through excessive gambling and drinking. Where employed on a piece basis their work is said frequently to be dishonestly done. Their employment is due to the diminishing number of the Chinese who now earn rather high wages and are hard to secure. That they are not as desirable as the Chinese is evidenced by the fact that two important companies specified in their contracts with Chinese in 1909 that the number of Japanese employed should not exceed the number of Chinese. This action was taken to secure more satisfactory work. Where Koreans and Filipinos have been employed they are regarded as more desirable than the Japanese.

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CHAPTER IV.

IMMIGRANT LABOR IN THE MANUFACTURE OF CIGARS AND CIGARETTES IN SAN FRANCISCO, CAL.

RACES EMPLOYED.

Agents of the Commission investigated 8 establishments in San Francisco engaged in the manufacture of cigars and cigarettes. Among the 575 laborers employed, at least 25 races were represented. The more important of these were native-born white of native father numbering 70, native-born white of foreign father, 108, Mexican 119, Chinese 53, North and South Italian 52, Spanish 38, Porto Rican 35, and German 28. Among the remaining 71, there were 41 immigrants from some 10 European countries other than those mentioned above, a few Japanese, 4 Cubans, and 2 American Negroes. Approximately one-third (193 of 573) of the laborers were females. Conspicuous among these were 27 native whites of native father, 69 native whites of foreign father, 38 Italians, 20 Spanish, and 21 Porto Ricans—these embracing 175 of the 193 females employed. The total number and the number of males and females of each race employed are shown in the following table:

TABLE 19.—*Number of employees for whom information was secured, by sex and general nativity and race.*

General nativity and race.	Male.	Female.	Total.
Native-born of native father:			
White	43	27	70
Negro	2		2
Native-born of foreign father, by country of birth of father:			
Austria-Hungary		3	3
Canada	1	1	2
England	6	1	7
France	2		2
Germany	18	8	26
Ireland	4	21	25
Italy		29	29
Mexico		1	1
Netherlands	1		1
Portugal	1	2	3
Russia	1		1
Spain	1		1
Sweden	2		2
Switzerland (race not specified)	1	4	5
Total	38	70	108
Total native-born	83	97	180
Foreign-born, by race:			
Canadian (other than French)	4	1	5
Chinese	53		53
Cuban	4		4

Table 19.—*Number of employees for whom information was secured, by sex and general nativity and race*—Continued.

General nativity and race.	Male.	Female.	Total.
Foreign-born, by race—Continued.			
Danish	3	....	3
Dutch	1	....	1
English	6	....	6
French	3	....	3
German	27	1	28
Hebrew, Russian	4	1	5
Hebrew, Other	4	3	7
Irish	4	4	8
Italian, North	14	22	36
Italian, South	....	16	16
Japanese	2	....	2
Magyar	1	....	1
Mexican	117	2	119
Portuguese	....	3	3
Russian	6	....	6
Scotch	1	....	1
Spanish	18	20	38
Swedish	3	1	4
Porto Rican	14	21	35
Others (race not specified)	10	1	11
Total foreign-born	299	96	395
Grand total	382	193	575

Personal data were not obtained from all of these employees. The Chinese, however, and most of the North European immigrants had been in the United States for ten years or more. The Porto Ricans and most of the Italians and Mexicans, on the other hand, had immigrated within the past ten years. Such data as were secured with reference to the length of residence of the foreign-born in the United States are shown in the following table:

Table 20.—*Number of foreign-born employees in the United States each specified number of years, by sex and race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

MALE.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian (other than French)	4	1	......	......	......	......	1	......	1	1
Cuban	2	......	......	......	......	......	......	1	1	......
Danish	3	......	......	......	......	......	2	......	1	......
English	4	......	......	......	......	......	2	......	......	2
French	1	......	......	......	......	......	......	......	......	1
German	12	......	......	......	......	......	......	......	2	10
Hebrew, Russian	4	......	......	......	......	......	......	1	1	2
Hebrew, Other	2	......	......	......	......	......	1	......	......	1
Irish	2	......	......	1	......	......	......	......	......	1
Italian, North	7	......	......	......	......	......	3	3	......	1
Magyar	1	......	......	......	......	1	......	......	......	......
Mexican	54	1	5	1	1	3	26	5	5	7
Porto Rican	9	......	1	......	2	1	5	......	......	......
Russian	3	......	......	......	......	......	......	1	......	2
Scotch	1	......	......	......	......	......	1	......	......	......
Spanish	10	1	1	......	......	......	2	2	3	1
Swedish	3	......	......	......	......	......	1	......	1	1
Austrian (race not specified)	1	......	......	......	......	......	......	......	......	1
Swiss (race not specified)	3	......	......	......	......	......	......	......	......	3
Total	126	3	7	2	3	5	44	13	15	34

TABLE 20.—*Number of foreign-born employees in the United States each specified number of years, by sex and race*—Continued.

FEMALE.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Hebrew, Russian	1						1			
Hebrew, Other	1			1						
Italian, North	17	2	2	1	3	2	3	3		1
Italian, South	9		4	1				2		2
Irish	2						1		1	
Mexican	2	1						1		
Porto Rican	11	1			2	1	7			
Portuguese	3						1			2
Spanish	10	10								
Swedish	1									1
Swiss (race not specified)	1									1
Total	58	14	6	3	5	3	13	6	1	7

One fact exhibited by this table is that while 84.1 per cent of the males had been in the United States five years and 49.2 per cent ten years or more, 53.4 per cent of the females had immigrated within five years. This difference is due primarily to the occupational distribution of the two sexes. As will be shown later, most of the males were employed as cigar makers, a highly skilled trade. They were in general a well-paid "settled" class. The females, on the other hand, were employed chiefly as "strippers," an occupation which requires no skill, and which is very disagreeable. Such work is engaged in only by those in great need of employment, and hence usually falls to the lot of the more recent female immigrants of the less progressive races.

RACE CHANGES.

The races employed in the cigar and cigarette industry of San Francisco have changed radically during its history. The industry was established in San Francisco about 1860 by Germans. However, Chinese were employed to a considerable extent almost from the first. It is estimated that in 1870 of 1,811 employees of the several factories in operation, 1,657, or 91 per cent, were Chinese. The remainder of the employees were natives and immigrants from Great Britain and Germany.[a] A few years later strong opposition to the employment of orientals developed, and by 1880, when the number of laborers employed in cigar factories had increased to 3,500, the Chinese constituted only 33 per cent of the "hands" at work. The agitation against the employment of Chinese grew stronger, and effective use was made of the "white label" as a basis for discriminating against the product of shops in which they were employed. In 1885 the "White Labor League" demanded that the Chinese be discharged and their places filled by white cigar makers, large numbers of whom were reported to be out of employment. This demand was acceded to by some of the employers, by so many, in fact, that the number of white cigar makers was inadequate to meet the demand for them. Cigar makers were then brought from the East by the union. They proved to be rather unsatisfactory to the employers, while the men themselves were not satisfied with the employment, and many left the shops for more remunerative work elsewhere. Following this effort there was a strike for higher wages, and a number of the manufacturers again employed Chinese.

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[a] Coolidge, "Chinese Immigration," p. 359.

The disturbances in the industry caused by this agitation and the resulting publicity given to the evils of Chinese coolie manufacture tended to demoralize the industry, and to encourage the importation of cigars and cigarettes of Eastern manufacture. In 1890 the number of persons who found employment in this industry in San Francisco had fallen to 2,500 and by 1895 to 750. By 1905, however, it had again risen to 1,253 persons.[a] During these years, however, the number of Chinese employed had steadily decreased.

Of the 8 factories investigated by agents of the Commission, 4 had been established before 1870. In 3 of these Chinese were first employed to the exclusion of the members of other races. In 1875 one of these firms discharged its Chinese and employed white persons, largely women and children. This change was made partially as a result of the anti-Chinese agitation, but the employer says that "One white boy could do the work of two Chinese." Higher wages were paid the white laborers and the hours of labor were shortened with the change in the races employed. At this factory the employer expressed a preference for native-born of native or north European[b] fathers, with a second choice of North European immigrants. At present, however, many Porto Ricans and Mexicans are hired. They are employed to do the more disagreeable work, and are regarded as very inefficient.

At two other factories, however, Chinese were employed exclusively until 1907, when white women, chiefly Porto Ricans, Mexicans, Spanish, and South Italians, were employed as tobacco strippers and packers. These women were for the most part drawn from the "refugee camps" instituted after the fire of 1906. At both of these factories the employers expressed a preference for Chinese as cigar makers. The fourth factory mentioned was operated by its present owners in person for a number of years after its establishment. In 1886, however, two Japanese cigarette makers were employed and others of the same race were added to the force from time to time until in 1900, 10 were employed. In that year the introduction of labor-saving machines and the rather acute anti-Japanese agitation led to the discharge of the Japanese and the employment of white persons to fill their places. A few Japanese are still employed as helpers, however. These changes were made in spite of the fact that it was necessary to pay higher wages to the white employees than had been paid to the Japanese. However, the owners express a decided preference for the Japanese, and the anti-Japanese sentiment in the community was the primary cause of the change in the races employed.

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[a] Coolidge, Chinese Immigration, p. 356.

[b] Races classed as north, south, and east Europeans in this report are as follows:

North European:
  Danish.
  Dutch.
  English.
  French.
  German.
  Irish.
  Scotch.
  Swedish.
South European:
  Italian, North.
South European—Con.
  Italian, South.
  Portuguese.
  Spanish.
East European:
  Hebrew, Russian.
  Magyar.
  Russian.
Other races:
  Canadian.
  Chinese.
Other races—Continued.
  Cuban.
  Hebrew, Other.
  Japanese.
  Mexican.
  Porto Rican.
  Others (race not specified).

In but one of the more recently established factories were Chinese employed at any time. In that instance the management and employees were Italian, and the product was at first intended largely for Italian consumption. When the business was extended to the manufacture of "American cigars" Chinese who understood the work were employed as cigar makers to the number of 14. In the 3 other factories investigated, the races and sexes now employed are typical of conditions as they have existed in the past since their establishment. The majority of their employees have been natives and immigrants from Mexico, the West Indies, Italy, and Spain.

From this review, it is evident that, largely because of widespread opposition to their employment, but also more recently because of the decreasing number available for such work, fewer Chinese have been employed in white cigar and cigarette factories. Their withdrawal from the industry as a whole, however, has not been so extensive, for as the Chinese gained experience and were forced to withdraw from white establishments, they started small shops of their own. In 1908, according to the report of the assessor for the city and county of San Francisco, 20 of these Chinese shops were in existence.

OCCUPATIONS OF THE RACES EMPLOYED.

The occupations of the persons employed in the 6 cigar factories investigated are shown in the following table. The occupations in the 2 cigarette factories are so different from these that they have not been included in the tabulation; nor have they been tabulated separately because of the radically different methods employed and the consequent differences in occupations in the two establishments.

TABLE 21.—*Number of employees in each specified occupation, by sex and general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number of male employees in each specified occupation.				Number of female employees in each specified occupation.			
		Cigar makers.	Strippers.	Foremen and bosses.	Other occupations.[b]	Cigar makers.	Strippers.	Foremen and bosses.	Other occupations.[b]
Native-born of native father, White	27	18	3	2	......	......	4	......	......
Native-born of foreign father, by country of birth of father:									
Canada	2	1	......	......	1	......	......	......	......
England	2	1	......	......	......	......	1	......	......
France	1	1	......	......	......	......	......	......	......
Germany	16	14	......	......	2	......	......	......	......
Ireland	8	2	*1	......	3	......	2	......	......
Italy	3	......	......	......	......	......	3	......	......
Mexico	1	......	......	......	......	......	1	......	......
Netherlands	1	1	......	......	......	......	......	......	......
Russia	1	......	1	......	......	......	......	......	......
Spain	1	1	......	......	......	......	......	......	......
Sweden	1	1	......	......	......	......	......	......	......
Total native-born	64	40	5	2	6	......	11	......	......

[a] Includes data for 6 cigar factories. The occupations reported in the cigarette factories were too varied to include in this tabulation.

[b] Other occupations include packers, bookers, helpers, and labelers.

TABLE 21.—*Number of employees in each specified occupation, by sex and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number of male employees in each specified occupation.				Number of female employees in each specified occupation.			
		Cigar makers.	Strippers.	Foremen and bosses.	Other occupations.	Cigar makers.	Strippers.	Foremen and bosses.	Other occupations.
Foreign-born, by race:									
Canadian (other than French)	2	2	....	....	....	....	....	....	....
Chinese	56	43	....	1	12	....	....	....	....
Cuban	4	4	....	....	....	....	....	....	....
Danish	3	3	....	....	....	....	....	....	....
Dutch	1	1	....	....	....	....	....	....	....
English	4	4	....	....	....	....	....	....	....
French	3	3	....	....	....	....	....	....	....
German	28	25	....	1	....	....	2	....	....
Hebrew, Russian	3	3	....	....	....	....	....	....	....
Hebrew, Other	12	7	....	1	2	....	2	....	....
Irish	7	3	....	....	....	....	4	....	....
Italian, North	39	10	....	1	3	12	12	....	1
Italian, South	15	....	....	....	....	2	12	....	1
Japanese	2	....	....	....	2	....	....	....	....
Mexican	118	105	2	....	....	....	11	....	....
Porto Rican	36	2	7	5	....	....	22	....	....
Russian	6	6	....	....	....	....	....	....	....
Scotch	2	2	....	....	....	....	....	....	....
Spanish	41	16	4	1	....	....	20	....	....
Swedish	2	2	....	....	....	....	....	....	....
Others (race not specified)	6	6	....	....	....	....	....	....	....
Total foreign-born	390	247	13	10	19	14	85	....	2
Grand total	454	287	18	12	25	14	96	....	2

Of the 454 persons included in this table, 342 are males, 112 are females. Of the males, 287, or 83.9 per cent of the entire number, were employed as cigar makers as against 18 employed as "strippers." Twelve were "bosses" and foremen. Of the 112 females, on the other hand, 96, or 85.7 per cent of the entire number, were employed as "strippers." No women occupied foremanships and only 14 were cigar makers. Cigar making, therefore, constitutes the chief occupation of the males, "stripping" the chief occupation of the females. As exceptions, however, it may be noted that of the 12 males engaged in "stripping," 2 were Mexicans, 4 were Spaniards, and 7 were Porto Ricans, who are the least efficient race groups represented among the employees. All of the females employed as cigar makers were Italians, 12 from North and 2 from South Italy. Of the 12 "bosses" and foremen, only 2 were native-born. Of the others, 1 was Chinese, 1 Italian, 1 Hebrew, 1 Spanish, and 5 Porto Ricans, all of whom were so employed more because of their ability to act as interpreters, to obtain laborers of their own races, and to serve as intermediaries between employer and employees, than because of executive ability or proficiency in the work to be done. They were "bosses" rather than foremen.

HOURS AND EARNINGS OF LABOR.

The cigar and cigarette industry as a rule furnishes regular employment throughout the year. In but one establishment among those from which data were secured, was there any record of periods of idleness due to slackness of trade or other causes. Hours of work vary between seven and ten per day. Cigar makers work seven or eight hours, while strippers, packers, and other employees usually work nine hours per day. An exception is found in one factory which employs Chinese cigar makers who work nine while the female strippers and packers in the same establishment work only eight hours per day. The wages paid in the cigar and cigarette factories of San Francisco in the early days of the industry were low. In 1871 $7 per thousand was paid for cigar making in a factory where only Chinese were employed. The wage of strippers was $1 per day. In 1877 the wages of Chinese were rated as $6 per week, while $11 per week was paid to the whites in similar occupations.[a] In 1880 the average daily wage in the cigar and cigarette industry of the State of California was $1.11.[b] In 1890 one factory employed 18 women at wages varying between $4 and $9 per week. In the same year the report of an investigating committee of the Cigar Makers' Union showed that 136 cigar makers in factories where Chinese were employed received from 40 to 75 cents per hundred, whereas in factories employing only white men the rate was 80 cents to $1.50 and the men earned from $8 to $19 per week.

Data were secured from a factory, already mentioned, which in 1890 employed 18 women at from $4 to $9 per week. Twenty-eight women and girls were employed at the time of the Commission's investigation. Of these, 21 earned between $8 and $13, and 7 between $6 and $8 per week, which would point to a decided increase in the earnings of women in this industry. At three factories the piece rates per 1,000 cigars were obtained. One of these employed white men, while the other two employed Chinese exclusively as cigar makers. At the factory in which white labor was used the rates varied (with the quality of the cigars made) from $16 to $22 per 1,000. This company, however, manufactured a high grade of cigars which retail at from 10 to 25 cents each. At the factories where Chinese were employed, on the other hand, 5 and 10 cent cigars were made. The piece rates obtaining varied from $7.50 to $16 per thousand. Only two men were working at rates in excess of $10 per thousand. While this difference in the rates paid is due largely to the differences in the quality of the cigars manufactured, it must be attributed in some measure to the willingness of the Chinese to work for somewhat less than do the whites in the nonunion shop taken for comparison.

Additional data with regard to the earnings of labor at the present time in the manufacture of cigars and cigarettes are presented in the table following, which shows the monthly earnings of males 18 years of age or over employed in five factories.

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[a] Coolidge, "Chinese Immigration," p. 356.

[b] California Bureau of Labor Statistics, 1890, pp. 76-80.

Table 22.—*Number of male employees 18 years of age or over earning each specified amount per month, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per month.								
		Under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $45.	$45 and under $50.	$50 and under $60.	$60 and under $70.	$70 or over.
Native-born of native father:										
White	32							4	15	13
Negro	2					1		1		
Native-born of foreign father, by country of birth of father:										
Canada	1									1
England	5							2		3
France	2								1	1
Germany	18					1	1			16
Ireland	2									2
Netherlands	1									1
Portugal	1									1
Russia	1								1	
Spain	1									1
Sweden	2								1	1
Switzerland	1									1
Total	35					1	1	2	3	28
Total native-born	69					2	1	7	18	41
Foreign-born, by race:										
Canadian (other than French)	4								2	2
Cuban	2									2
Danish	3							1		2
English	4							1	2	1
French	1									1
German	11								1	10
Hebrew, Russian	4									4
Hebrew, Other	2									2
Irish	2								1	1
Italian, North	7							1	1	5
Japanese	2				1	1				
Magyar	1							1		
Mexican	54		1							53
Porto Rican	7		3	1				2		1
Russian	3									3
Scotch	1									1
Spanish	8									8
Swedish	3							1		2
Austrian (race not specified)	1									1
Swiss (race not specified)	3									3
Total foreign-born	123		4	1	1	1		7	7	102
Grand total	192		4	1	1	3	1	14	25	143

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

The majority of the males, who, it will be remembered, were for the most part cigar makers, were earning $70 or more per month. Of 192 from whom data were obtained, 143, or 65.1 per cent, earned $70 or more per month. Only 10 earned less than $50 per month, and of these 3 were native-born, 1 a Mexican, 4 Porto Ricans, and 2 Japanese. The foreign-born as a class showed 82.9 per cent who were earning $70 or more per month, as opposed to 59.4 per cent of the native-born reporting monthly earnings of $70 or over. Of the 54 Mexicans only 1 earned less than $70 per month.

As compared with the earnings of the males, the earnings of the adult female employees were very low. The earnings of 131 of the latter are presented in the table following.

TABLE 23.—*Number of female employees 18 years of age or over earning each specified rate per month, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified rate per month.								
		$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $45.	$45 and under $50.	$50 and under $60.	$60 and under $70.	$70 or over.
Native-born of native father, White.	25	......	3	9	7	2	2	2	......	......
Native-born of foreign father, by country of birth of father:										
Austria-Hungary	3	......	......	1	1	1	......	......	......	......
Canada	1	......	......	1	......	......	......	......	......	......
England	1	......	......	......	1	......	......	......	......	......
Germany	7	1	1	1	......	1	1	2	......	......
Ireland	21	......	1	6	6	4	2	2	......	......
Italy	17	......	1	9	2	3	......	1	1	......
Mexico	1	......	......	1	......	......	......	......	......	......
Portugal	1	......	......	1	......	......	......	......	......	......
Switzerland	3	......	......	1	1	......	......	1	......	......
Total	55	1	3	21	11	9	3	6	1	......
Total native-born	80	1	6	30	18	11	5	8	1	......
Foreign-born, by race:										
Hebrew, Russian	1	......	......	......	1	......	......	......	......	......
Hebrew, Other	1	......	......	1	......	......	......	......	......	......
Italian, North	14	......	4	4	......	5	......	1	......	......
Italian, South	8	......	4	1	......	2	1	......	......	......
Irish	2	......	......	1	......	......	......	1	......	......
Mexican	2	......	2	......	......	......	......	......	......	......
Portuguese	3	......	2	......	1	......	......	......	......	......
Spanish	8	4	4	......	......	......	......	......	......	......
Swedish	1	......	......	......	......	......	......	......	1	......
West Indian	10	1	6	3	......	......	......	......	......	......
Swiss (race not specified)	1	......	......	......	......	1	......	......	......	......
Total foreign-born	51	5	22	10	2	8	1	2	1	......
Grand total	131	6	28	40	20	19	6	10	2	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

None of the females employed earned as much as $70 per month. In fact, only 2 earned between $60 and $70, and only 10 between $50 and $60 per month, while 6 earned between $45 and $50. In other words, only 18, or 13.8 per cent of the 131, earned $45 or over as against 65.1 per cent of the males who earned $70 or over per month. Seventy-four, or 56.5 per cent, of the females earned less than $35 per month, or from $4 to $9 per week—the rate reported in one factory in 1890. Those earning between $35 and $45 numbered 39, or 29.8 per cent of the entire number from whom data were obtained.

The majority (61.1 per cent) of the women were native-born, 25 of native father and 55 of foreign father, a total of 80. Somewhat greater earnings are shown by these than by the foreign-born. Of the latter, 72.5 per cent, as opposed to 46.3 per cent of the native-born, were earning less than $35 per month. The lowest earnings were shown by the Porto Ricans, Spanish, Portuguese, Mexicans, and South Italians, all of whom reported 50 per cent or more of their number as earning less than $30 per month. The reasons for the low earnings of females are to be found in their occupational distribution. As pointed out above, they are employed chiefly at tobacco stripping and packing—disagreeable work, requiring little skill, but quickness and deftness. Since the work requires little ability and no previous experience it attracts those who can not obtain employment elsewhere, at wages below those usually paid in other occupations.

Twenty-eight persons between 14 and 18 years of age were employed in the 5 factories from which the above data were secured. Their earnings are shown in the following table:

TABLE 24.—*Number of female employees 14 and under 18 years of age earning each specified rate per month,* by general nativity and race.*[a]

(STUDY OF EMPLOYEES.)

General nativity and race.	Number reporting complete data.	Number earning each specified rate per month.										
		Under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $45.	$45 and under $50.	$50 and under $60.	$60 and under $70.	$70 or over.
Native-born of native father, White	1			1								
Native-born of foreign father, by country of birth of father:												
Germany	1		1									
Italy	12			1		7	3	1				
Portugal	1					1						
Switzerland	1							1				
Total	15		1	1		8	3	2				
Total native-born	16		1	2		8	3	2				
Foreign-born, by race:												
Canadian (other than French)	1					1						
Italian, North	3		1		2							
Italian, South	1			1								
Spanish	2			2								
West Indian	1				1							
Total foreign-born	8		1	3	3	1						
Grand total	24		2	5	3	9	3	2				

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] Including 4 males between 14 and 18 years of age who were employed, 2 were Spanish and 2 West Indian, 3 earned between $15 and $20, and 1 between $20 and $25 per month.

Of the 28 persons 24 were female. None of these earned as much as $45 per month. In fact, only 5, all native-born, earned between $35 and $45 per month, while 12 earned between $25 and $35, and 7 between $15 and $25 per month. Of the 4 males, 2 of whom were Spanish and 2 West Indians, 3 earned between $15 and $20 and 1 between $20 and $25 per month.

The earnings above presented were taken from personal data obtained from the employees. Wage data were taken from the pay rolls of two other establishments.

TABLE 25.—*Number of employees in two establishments earning each specified rate per day,* by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.25.	$2.25 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.
Native-born	6		5	1						
Foreign-born, by race:										
Chinese	53	1	13	10	13	8	3	4	1	
Italian, North	2	1								1
Mexican	8	1	7							
Porto Rican	3		3							
Total foreign-born	66	3	23	10	13	8	3	4	1	1
Grand total	72	3	28	11	13	8	3	4	1	1

* This table shows wages or earnings for the period indicated; but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] All Chinese are males; 1 Italian male earning between $3 and $3.50 per day; all others are females.

These two factories employed Chinese exclusively as cigar makers, and hired women of various races as tobacco strippers and packers. Only 1 male other than Chinese and only 6 native-born women were employed. Five of these 6 women earned between $1 and $1.25, and 1 between $1.25 and $1.50 per day. Of the other female employees, who numbered 12, 10 earned $1 and under $1.25 per day and 2 less than $1 per day. The chief significance of this table, however, is found in the exhibit of earnings of the Chinese cigar makers. Of these there were 53; 45, or 84.9 per cent of the entire number, earning less than $2 per day, while of the remaining 8 only 1 earned more than $2.50 per day. Converting the figures to a monthly basis, allowing 26 days per month, it is seen that 84.9 per cent of the Chinese cigar makers earned less than $62 per month, whereas of the 190 male employees of other races reported in Table 22, 75.2 per cent earned $70 or over per month. This contrast is made even more striking by the fact that most of the Chinese were cigar makers, while 41 of the other male employees were engaged at work other than cigar making, which is in general the highest paid occupation in the industry.

Sanitary conditions were found to be satisfactory in all but one of the factories investigated. At this establishment light and ventilation were poor and the workrooms were not kept clean. The employees were largely natives and immigrants from north Europe, however, and the employment of immigrants was apparently not responsible for the existing conditions.

CHAPTER V.

IMMIGRANT LABOR IN THE POWDER FACTORIES OF CALIFORNIA.

INTRODUCTION.

Agents of the Commission investigated 4 powder factories located in California. Data were secured from 734 employees, of whom 711 were males and 23 females. The number of employees of each race reporting data is shown in the following table:

TABLE 26.—*Number of employees for whom information was secured, by sex and general nativity and race.*

General nativity and race.	Male.	Female.	Total.
Native-born of native father, White	169	8	177
Native-born of foreign father, by country of birth of father:			
Australia	1		1
Azores	5		5
Belgium	1		1
Canada	4	1	5
Chile	3		3
China	1		1
Denmark	1	1	2
England	13		13
France	5	1	6
Germany	24	2	26
Ireland	32	2	34
Italy	3		3
Mexico	1		1
Netherlands	1	2	3
Norway	1		1
Portugal	7	2	9
Scotland	4		4
Sweden	5		5
Switzerland	2		2
South America (country not specified)		1	1
Total	114	12	126
Total native-born	283	20	303
Foreign-born, by race:			
Armenian	1		1
Canadian (other than French)	23		23
Chinese	105		105
Croatian	1		1
Dalmatian	4		4
Danish	8		8
Dutch	1		1
English	34		34
Finnish	6		6
French	5		5
German	29		29
Irish	57		57
Italian, North	31		31
Italian, South	14		14
Magyar	5		5
Norwegian	10		10
Polish	2		2
Portuguese	58	2	60
Russian	5		5
Scotch	17		17
Slovenian	1		1
Spanish	1		1
Swedish	8	1	9
Welsh	1		1
Swiss (race not specified)	1		1
Total foreign-born	428	3	431
Grand total	711	23	734

The foreign-born are more numerous than the native-born. Indeed, of the total of 734, only 303, or 41.1 per cent, were native-born. Of these, 55.1 per cent were native-born of native father, and 44.9 per cent were native born of foreign father. Of the 23 females reported, 20 were native-born, 8 of native father and 12 of foreign father. The persons native-born of foreign father were for the most part descendants of north Europeans.[a] The fathers of 75.4 per cent of this group were from north European countries. Of the remaining 31, 21 were descended from fathers who immigrated from Portugal, the Azores, and Canada.

The Chinese were the most numerous of the foreign-born races reported, numbering 105, or 24.4 per cent of the total foreign-born. Six other races reported more than 20 members employed in powder factories. These were the Portuguese with 60, the Irish with 57, the English with 34, the North Italians with 31, the German with 29, and the Canadian with 23 persons reporting. Other races numbering 10 or over were the Scotch with 17, the South Italian with 14, and the Norwegian with 10. It should be noted that 171, or 39.7 per cent, of the foreign-born were north Europeans, while 106 were south Europeans, 105 were Chinese, and 24 were east Europeans, leaving 25 of races other than members of these groups. Only 3 foreign-born women were employed.

The races which are represented in the data by any considerable numbers have been employed in this industry since its inception, about 30 years prior to the investigation. The only race changes to be noted are the gradual decrease of the number of Chinese employed, due to their increasing scarcity and consequent command of higher wages in this and other industries, the introduction of a few east Europeans, and a gradual increase in the number of Italians.

Data with regard to the period of residence in the United States were secured from 367 persons, of whom 3 were females. This information is presented in the table following.

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[a] The races included under the terms north, south, and east Europeans in this report are as follows:

North European:
- Danish.
- Dutch.
- English.
- French.
- German.
- Irish.
- Norwegian.
- Scotch.
- Swedish.
- Welsh.

South European:
- Italian (North).
- Italian (South).
- Portuguese.
- Spanish.

East European:
- Croatian.
- Dalmatian.
- Finnish.
- Magyar.
- Polish.

East European—Cont'd.
- Russian.
- Slovenian.

Other races:
- Armenian.
- Canadian.
- Chinese.
- Swiss (race not specified).

Table 27.—*Number of foreign-born employees in the United States each specified number of years, by sex and race.*[a]

MALE.

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Armenian	1						1			
Canadian (other than French)	23	1	1	1	1			5	1	13
Chinese	41								1	40
Croatian	1									1
Dalmatian	4					2	1			1
Danish	8						1	1	2	4
Dutch	1							1		
English	34		7	4		1	1	1	2	18
Finnish	6						3		2	1
French	5				1			1		3
German	29		2	2	2		6	1	4	12
Irish	57	5	5	2	3	6	7	5	10	14
Italian, North	31		6	5	2	3	8	1	2	4
Italian, South	14		1	4	2	1	4	2		
Magyar	5			2		1	2			
Norwegian	10		1			1	2	1		5
Polish	2						2			
Portuguese	58	2	9	2	2	3	12	8	5	15
Russian	5		1	3	1					
Scotch	17	2		1			1	2	3	8
Slovenian	1									1
Spanish	1		1							
Swedish	8					1	2			5
Welsh	1									1
Swiss (race not specified)	1									1
Total	364	10	34	26	14	19	53	29	32	147

[a] Of the 3 foreign-born females, 1 had been in the United States three years and 2 from five to nine years.

Of the 364 males, 103, or 28.3 per cent, had entered the United States within five years, while 53, or 11.8 per cent, had lived here from five to nine years; 61, or 16.7 per cent, from ten to twenty years; and 147, or 39.8 per cent, twenty years or over. All but one of the Chinese had been in the United States twenty years or over. Of the European races, those of north Europe reported by far the largest proportions as having lived in the United States for a considerable length of time. Indeed, 60.6 per cent of this group had lived here ten years or over, as opposed to 28.6 per cent of the south Europeans and 28.7 per cent of the east Europeans. In other words, 71.5 per cent of the south and east Europeans had been in the United States less than five years, as against 39.4 per cent of the north Europeans.

OCCUPATIONS OF RACES EMPLOYED.

The occupational distribution of the various races is shown by the following table:

Table 28.—*Number of powder-mill employees in each specified occupation group, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Powder workers.	General laborers.	Mechanics and engineers.	Chemical house employees.	Superintendents, bosses, and foremen.
Native-born of native father, White	176	43	62	39	17	15
Native-born of foreign father, by country of birth of father:						
Australia	1			1		
Azores	5		4	1		
Belgium	1					1
Canada	5	2	1	1		1
China	1	1				
Denmark	2	1	1			
England	13	2	2	6	1	2
France	6	2	1	2		1
Germany	26	7	6	7	1	5
Ireland	34	8	16	6		4
Italy	3	1	2			
Mexico	1	1				
Netherlands	3	2		1		
Norway	1		1			
Portugal	9	4	4	1		
Scotland	4		2	2		
Sweden	5		2	3		
Switzerland	2		2			
South America (race not specified)	5	1	2	1	1	
Total	127	32	46	32	3	14
Total native-born	303	75	108	71	20	29
Foreign-born, by race:						
Armenian	1			1		
Canadian (other than French)	23	6	6	4		7
Chinese	105	89	18			3
Croatian	1	1				
Dalmatian	4	1	3			
Danish	8	3	2	3		
Dutch	1	1				
English	34	9	16	6	2	1
Finnish	6		2	4		
French	5		1	3	1	
German	29	3	11	9	5	1
Irish	57	5	44	4	2	2
Italian (North)	31	5	20	4		2
Italian (South)	14	7	7			
Magyar	5		5			
Norwegian	10	2	6	1	1	
Polish	2				2	
Portuguese	60	5	55			
Russian	5	1	4			
Scotch	17	6	4	4	1	2
Slovenian	1		1			
Spanish	1	1				
Swedish	9	3	2	2		2
Welsh	1			1		
Swiss (race not specified)	1		1			
Total foreign-born	431	148	203	46	14	20
Grand total	[b]734	223	311	117	34	49

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[a] The various occupations grouped under the captions of this table are as follows: (1) Powder workers—Powder hand, shell roller, powder packer, powder cutter, powder maker, nitro-glycerine worker, powder car man; (2) General laborers—Laborer, cook, teamster, fireman, janitor, cooper, keg maker, watchman, stableman, box maker, sawyer, saw filer, oil wheeler, switcher, oiler, tool keeper, pulp screener, wood turner, mechanics' assistant; (3) Mechanics and engineers—Electrician, construction engineer, steam engineer, locomotive engineer, machinist, carpenter, blacksmith, tinsmith, pipe fitter, lead burner, millwright, brick mason, scale repairer, painter; (4) Chemical house employees—Nitre dryer, acid worker, chemist; (5) Superintendents, bosses, and foremen—Superintendent, assistant superintendent, foreman, boss, steward.

[b] Twenty-three females are included. These are largely powder workers.

Of the 734 reporting data on occupations, 311, or 42.4 per cent, were employed as general laborers, while 223, or 30.4 per cent, were powder workers. A large number of mechanics and engineers were employed, 117, or 15.9 per cent of the total. Thirty-four were employed in handling chemicals and 49 occupied supervisory positions. Of the 49 superintendents, bosses, and foremen, 29 were native-born, 15 of native father, and 14 of foreign father. Of the 20 foreign-born employed in this capacity, 8 were north Europeans, 7 Canadians (other than French), 2 North Italian, and 3 Chinese. It should be noted, however, that the Chinese and Italians were all employed as "straw bosses" over "gangs" of laborers of their own races, and not in the higher supervisory positions. Half of the employees in the chemical house were native-born of native father. Only 3 persons native-born of foreign father were employed in this capacity, the remaining 14 being foreign-born. Of these 14 foreign-born, 11 were north Europeans, 2 Poles, and 1 Russian. The mechanics and engineers were almost exclusively natives and north Europeans. In fact, 104 of 117 were of this racial group, the other races represented being the Armenian with 1, the Canadian with 4, the Finnish with 4, and the North Italian with 4. However, 71, or 60.7 per cent, of the mechanics and engineers were native-born, 39 of native father and 28 of north European fathers, the remaining 4 being descended from immigrants from the Azores, Australia, Portugal, and South America.

Of the 311 general laborers, 203, or 65.2 per cent, were foreign-born, and 108, or 34.8 per cent, were native-born. Of the latter, 62 were of native fathers and 46 of foreign fathers who immigrated from north European countries, the Azores, Italy, and Portugal. The races most largely employed as general laborers among the foreign-born were the Portuguese, North Italians, Irish, English, Chinese, and German, in the order named. From 1 to 7 of each of 13 other races were working as general laborers.

The work of handling the powder is the most dangerous occupation connected with this industry. Furthermore, some of it, such as rolling shells, is comparatively light and can be performed by women. With these two facts in mind it is of significance that 84.8 per cent of the Chinese were employed as powder workers and compose 39.9 per cent of the total number engaged in handling powder. Practically all of the 23 women who were reported were employed at rolling shells. Of the 223 persons included in that occupation group, 148, or 66.3 per cent, were foreign-born, as opposed to 75, or 33.7 per cent, who were native-born. Of the foreign-born, 16 race groups other than Chinese were employed at this work in numbers varying from 1 to 9.

The salient facts indicated by this table are that natives and north Europeans are depended on most largely for the more responsible positions, superintendents, bosses, and foremen, chemical-house employees, and mechanics and engineers, while most of the Chinese and the south and east Europeans are employed as general laborers or as powder workers. This occupational distribution, especially with regard to the Chinese, should be kept in mind in examining the data with reference to earnings of the employees which follow.

HOURS AND EARNINGS OF LABOR.

Fairly steady employment throughout the year prevails in this industry. Hours of labor vary with the several occupations. For example, the machinists work an eight-hour day, while powder makers at one factory work as many as fourteen hours. The majority of the employees, however, are required to work ten hours per day. In spite of these long hours of labor the earnings of the employees are relatively rather low. The daily earnings of 635 males 18 years of age or over are shown in the table following.

TABLE 29.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	163				1		38	42	37	20	25
Native-born of foreign father, by country of birth of father:											
Australia	1								1		
Azores	3						2				1
Belgium	1								1		
Canada	4						1	1	1		1
Chile	3								1	2	
China	1						1				
Denmark	1						1				
England	13							4	3	2	4
France	5							3		2	
Germany	23						4	4	5	2	8
Ireland	32						11	8	4	4	5
Italy	3						1	2			
Mexico	1							1			
Netherlands	1										1
Norway	1							1			
Portugal	7						4	1	1		1
Scotland	4						2		2		
Sweden	5						1	2	1	1	
Switzerland	2							2			
Total	111						28	29	20	13	21
Total native-born	274				1		66	71	57	33	46
Foreign-born, by race:											
Armenian	1								1		
Canadian (other than French)	23						5	5	6	6	1
Chinese	41			1	30	7	2	1			
Croatian	1							1			
Dalmatian	4						3		1		
Danish	8						1	3	3		1
Dutch	1							1			
English	34						10	11	6	3	4
Finnish	6						2			4	
French	5						1	1		1	2
German	29						5	10	6	2	6
Irish	57				1		37	8	6	4	1
Italian, North	31						18	6	3	2	2
Italian, South	14						7	2	4	1	
Magyar	5						5				
Norwegian	10						5	1	1	2	1
Polish	2								2		
Portuguese	55				1		36	17	1		
Russian	5						2	1	2		
Scotch	17						4	5	3	2	3
Slovenian	1						1				
Spanish	1							1			
Swedish	8						1	3	1		3
Welsh	1									1	
Swiss (race not specified)	1						1				
Total foreign-born	361			1	32	7	146	77	46	28	24
Grand total	635			1	33	7	212	148	103	61	70

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of the 635 reported, 234, or 36.8 per cent, earned $3 or more per day. These were, for the most part, employed in the three higher occupational groups. The general laborers and powder workers earned about the same wages, which ranged between $2 and $3. Of the total number reported, 360, or 56.7 per cent, earned between $2 and $3 per day, while only 41 earned less than $2 per day. The earnings of the native-born were in general larger than those of the foreign-born. Indeed, 49.8 per cent of the former, as against 27.2 per cent of the latter, earned $3 or over per day, while only 1 native-born person earned less than $2 per day as opposed to 40 foreign-born earning less than $2. The earnings groups closely follow the occupational distribution. For example, the natives and north Europeans who occupied most of the more remunerative positions naturally reported the greatest proportions earning large wages. The native-born, as noted above, showed 49.8 per cent earning $3 or over per day, while the north Europeans reported 39.2 per cent as compared with only 17.4 per cent of the south and east Europeans who earned $3 or over per day. None of the Chinese earned as much as $3 per day. In fact, of the 41 members of this race reporting data on that point, 31 earned less than $1.75 per day. It is noteworthy in this connection that the whites who perform tasks of the same sort as those at which these Chinese are employed earned from 50 to 75 cents more per day than did the Chinese. The usual pay of a white "powder hand," for example, is $2.25 to $2.50 per day, while the Chinese "powder hands" earn from $1.50 to $2 per day. The earnings of the Chinese are even less than those of the women employed in rolling shells. This is shown by the following table, which indicates the daily earnings of 16 females, 18 years of age or over:

TABLE 30.—*Number of female employees 18 years of age and over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.25.	$1.25 and $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	5	......	1	1	......	......	2	......	......	1
Native-born of foreign father, by country of birth of father:										
Canada	1	......	1	......	......	......	......	......	......	......
Denmark	1	......	......	......	......	......	1	......	......	......
France	1	......	......	1	......	......	......	......	......	......
Germany	2	......	......	......	......	......	1	1	......	......
Ireland	1	......	1	......	......	......	......	......	......	......
Netherlands	2	......	......	2	......	......	......	......	......	......
South America (country not specified)	1	......	......	......	......	......	1	......	......	......
Total	9	......	2	3	......	......	3	1	......	......
Total native-born	14	......	3	4	......	......	5	1	......	1
Foreign-born, by race:										
Portuguese	1	......	......	......	......	......	1	......	......	......
Swedish	1	......	......	......	......	......	1	......	......	......
Total foreign-born	2	......	......	......	......	......	2	......	......	......
Grand total	16	......	3	4	......	......	7	1	......	1

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*This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of these 16 women only 2 earned $3 or over, but 7 earned between $2.50 and $3. The remaining 7 earned between $1.25 and $1.75 per day—earnings which correspond to those of most of the Chinese.

The following tables show the earnings of 18 persons between 14 and 18 years of age who found employment in the powder factories investigated:

Table 31.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	5		1		2		2				
Native-born of foreign father, by country of birth of father:											
Azores	2				1	1					
Germany	1					1					
Total	3				1	2					
Total native-born	8		1		3	2	2				
Foreign-born, by race, Portuguese	3			1	1		1				
Total foreign-born	3			1	1		1				
Grand total	11		1	1	4	2	3				

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 32.—*Number of female employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	3							2	1		
Native-born of foreign father, by country of birth of father:											
Ireland	1							1			
Portugal	2				2						
Total	3				2			1			
Total native-born	6				2			3	1		
Foreign-born, by race, Portuguese	1			1							
Total foreign-born	1			1							
Grand total	7			1	2			5	1		

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of the 11 males reported in these tables, 8 were native-born and 3 foreign-born. Their earnings ranged from $1 to $2.50 per day. However, 6 earned less than $1.75 per day. Of the 7 females, 6 of whom were native-born, only 3 earned less than $1.75 per day, while 4 earned between $2.50 and $3.50 per day. The earnings of the girls are higher because they work at shell rolling where they are practically as efficient workers as are adults. The boys, on the other hand, are employed as helpers or at odd jobs.

RELATIONS BETWEEN THE COMPANIES AND THEIR EMPLOYEES.

At each of the powder factories investigated, board and lodging were provided by the company at rates varying from $19.25 to $22 per month. The service included substantial food in ample quantities, and single rooms, equipped with iron beds and chairs. The men furnished their own bedding. At three factories, houses were rented by the companies to their employees. These establishments were located outside of any town, and the companies were obliged to build houses for their employees because of the lack of any others in the neighborhood. The houses were neat and well cared for, and rented for from $4 to $20 per month according to their size and location. Members of all races were allowed to board at the company lodging houses, or rent company houses except the Chinese, who lived apart in "bunk houses" and provided their own food. No stores were operated by the companies at any plant investigated.

Owing to the unusually dangerous character of the work, some of the companies have adopted a very liberal policy in caring for injured employees. At two establishments, the company cared for the victims of accidents in its works until recovery, free of charge, and in addition gave them half pay during their disability. No assessment of any kind was levied upon the men for this service. However, men whose injuries were the result of their own personal negligence were subject to discrimination. Furthermore, no provision was made for sickness on the part of the employees or their families. At two factories assessments of 50 cents per month were levied on the men by an association to which all the men belonged, which in turn furnished such medical or hospital service as might be necessary. At one establishment the company furnished to the hospital association free of charge a building equipped for use as a hospital. At two factories the operators provide for men permanently injured by accidents at the plants, giving them either a monthly pension or a lump sum of money, and in cases of death pay the entire funeral expenses and also a cash indemnity to the nearest relative of the deceased. This indemnity is different for the Chinese and for the various "white races." For example, if a Chinese is killed, the indemnity is fixed at $175, whereas in the case of a fatal accident to a white employee the relatives receive from $300 to $500, according to their financial condition, and the extent to which they were dependent upon the man killed. In such cases, the wife of the deceased employee is offered work at $50 per month as long as she may desire it, or until she marries again. Children of such employees are provided for in orphan asylums at company expense. At one factory, retiring employees who have served 15 years or more are given a pension.

WELFARE WORK.

At two establishments clubhouses were maintained for the use of the men. At one of these, all of the expense is borne by the company save that of magazine subscriptions, which is paid by the men, who choose their own periodical literature. At the other factory, the company furnishes the clubhouse, water and electricity and keeps up the grounds surrounding the building. All other expenses are met by an association to which about half of the employees, mostly single men, balong, and the dues of which amount to $1 per month. The house contains reading rooms, a library, pool tables, a barber shop, and a swimming pool. At another factory the company maintains an assembly room where the men can meet socially. Furthermore, bathing facilities are furnished, which add much to the comfort of those whose work is among chemicals.

RELATIONS OF RACES EMPLOYED.

With the exception of the Chinese, there was no marked segregation of the races. The Chinese, however, are employed almost exclusively in the handling of explosives, and work in gangs under a Chinese "boss." In some cases, they are employed to keep the women shell rollers supplied with the necessary materials, thus working in the same room with white women. In cases other than this, their segregation at work is complete. They also segregate themselves when off duty, living together in "bunk houses." The Italians, whose number has increased in recent years, also show a tendency to "colonize" in their living quarters. Other races, however, mix freely with the natives.

EMPLOYERS' OPINIONS OF RACES EMPLOYED.

Wherever the Chinese are employed they are regarded as the most efficient workmen in the department where they are employed. The preference is based on their implicit obedience to orders, and to their automatic application while at work. Another source of favor doubtless lies in the fact that the Chinese work for lower wages than other races, considering the danger of the work performed by them. In the other departments natives, other than the vagrant type, and immigrants from north Europe are preferred. The Italians were said to be fairly satisfactory. In general, the employers regarded the second generation of immigrants as a distinct improvement on their fathers, because of their better education and their more progressive ideas.

CHAPTER VI.

IMMIGRANTS EMPLOYED IN MISCELLANEOUS INDUSTRIES IN CALIFORNIA.

INTRODUCTION.

Several industries in which comparatively few persons are employed were investigated in California, for the reason that they present conditions of interest from the point of view of immigration. The data secured from two such industries are presented briefly in the following pages. They include general information from 6 establishments, and personal data concerning 1,373 employees. The two industries are cotton manufacture and the manufacture of men's clothing.

IMMIGRANT LABOR EMPLOYED IN COTTON MILLS IN OAKLAND.

Two cotton mills located in Oakland, Cal., were investigated. These two mills are the only ones of importance in the State. Personal data were secured from 540 persons, 209 of whom were males, 331 females. The number of employees from whom data were secured are shown in the following table, by general nativity and race:

TABLE 33.—*Number of employees for whom information was secured, by sex and general nativity and race.*

General nativity and race.	Male.	Female.	Total.
Native-born of native father:			
White	4	16	20
Negro		1	1
Native-born of foreign father, by country of birth of father:			
Austria-Hungary		3	3
Azores	1	13	14
Canada		2	2
England	1	3	4
France		1	1
Germany	1	17	18
Ireland	1	8	9
Italy	1	11	12
Norway		1	1
Portugal	33	60	93
Scotland	1	3	4
Spain	1		1
Total	40	122	162
Total native-born	44	139	183
Foreign-born, by race:			
Canadian, French	1		1
Dalmatian	2		2
Danish	3		3
English	4	7	11
French	1	5	6
German	1	2	3
Irish	2	2	4
Italian, North	10	7	17
Italian, South	5	3	8
Polish	2		2
Portuguese	117	154	271
Scotch	16	11	27
Spanish	1	1	2
Total foreign-born	165	192	357
Grand total	209	331	540

The majority of the employees, both male and female, were foreign-born. A somewhat larger percentage of the males than of the females were foreign-born—78.9 per cent, as against 58 per cent. The larger percentage of native-born females in the industry is due to the fact that a narrower field of work exists for them than for native-born men in other industries. However, the great majority of the native-born employees, both men and women, were born of foreign father. In fact, 88.5 per cent of the native-born were the offspring of immigrants, and 58.5 per cent were native-born of fathers from Portugal and the Azores alone. The Portuguese are also the most numerous race among the foreign-born, numbering 75.9 per cent of the total. It is notable that a larger proportion of the females than of the males were of this race—80.2 per cent as opposed to 70.9 per cent. Other races most largely represented were the Scotch, Italian, and English. Only 13 different races were represented among those from whom data were obtained.

Most of the foreign-born employees were comparatively recent immigrants. This is shown by the following table:

Table 34.—*Number of foreign-born employees in the United States each specified number of years, by sex and race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

MALE.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	1						1			
Dalmatian	2		2							
Danish	3		1	1						1
English	4	1							2	1
French	1									1
German	1									1
Irish	2		1							1
Italian, North	10	1		2	2		3	1	1	
Italian, South	5			2			1			2
Polish	2							2		
Portuguese	117	2	11	26	12	13	22	3	10	18
Scotch	16					2	5	1		8
Spanish	1						1			
Total	165	4	15	31	14	15	33	7	13	33

FEMALE.

Race.	Number reporting complete data.	Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
English	7			2			3	1	1	
French	5			3	1					1
German	2								1	1
Irish	2			1						1
Italian, North	7	1	2	1	1	1				1
Italian, South	3		1	2						
Portuguese	154	4	21	29	16	21	36	7	11	9
Scotch	11	1	1	1		1	1		2	4
Spanish	1									1
Total	192	6	25	39	18	23	40	8	15	18

Of the females, 57.8 per cent, and of the males, 47 9 per cent had been in the United States less than five years, while 78.6 per cent and 67.9 per cent, respectively, had been here less than ten years. An even larger percentage of the Portuguese were recent immigrants.

Of this race, 54.7 per cent of the males and 59.1 per cent of the females had immigrated to this country within five years of the investigation. The Italians were also recent immigrants, having for the greater part immigrated within five years. On the other hand, most of the north Europeans, and especially the Scotch and English, had been in this country ten years or over.

The two cotton mills investigated were both located near or in localities inhabited chiefly by Portuguese. One had been in operation less than a year, the other for about twenty-five years. No racial changes of importance have taken place among the employees. A somewhat larger proportion of women and youths have been employed in recent years, however, owing to the tendency of the Portuguese to secure factory work for their women and children, and to the scarcity of male laborers available for such work. At present 84 males and 163 females between 14 and 18 years of age are employed out of a total of 536 employees reporting complete data.

The factories operate nine hours per day for a six-day week, and employment is regular throughout the year. The number of adult persons earning each specified sum per day, by sex and general nativity and race, is shown in the following tables:

TABLE 35.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	3						2	1			
Native-born of foreign father, by country of birth of father:											
Azores	1				1						
England	1						1				
Germany	1								1		
Portugal	14			2	2	1	3	3	2	1	
Scotland	1					1					
Total	18			2	3	2	4	3	3	1	
Total native-born	21			2	3	2	6	4	3	1	
Foreign-born, by race:											
Canadian, French	1										1
Dalmatian	1					1					
Danish	1							1			
English	4						1	1	1	1	
French	1								1		
German	1							1			
Irish	1						1				
Italian, North	7						4	2	1		
Italian, South	4						1	2			1
Polish	2					1	1				
Portuguese	62		4	2	12	13	19	10	2		
Scotch	15					1	2	5	3	1	3
Spanish	1					1					
Total foreign-born	101		4	2	12	17	29	22	8	2	5
Grand total	122		4	4	15	19	35	26	11	3	5

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 36.—*Number of female employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	13	......	5	4	3	......	1	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	2	......	......	1	......	......	1	......	......	......	......
Azores	5	......	3	2	......	......	......	......	......	......	......
Canada	1	......	......	......	1	......	......	......	......	......	......
England	1	......	1	......	......	......	......	......	......	......	......
Germany	11	2	......	3	3	2	1	......	......	......	......
Ireland	7	......	1	1	3	1	1	......	......	......	......
Italy	9	2	1	6	......	......	......	......	......	......	......
Norway	1	......	......	......	1	......	......	......	......	......	......
Portugal	18	1	3	10	4	......	......	......	......	......	......
Scotland	2	......	......	1	......	......	1	......	......	......	......
Total	57	5	9	24	12	3	4	......	......	......	......
Total native-born	70	5	14	28	15	3	5	......	......	......	......
Foreign-born, by race:											
English	6	......	2	4	......	......	......	......	......	......	......
French	2	......	2	......	......	......	......	......	......	......	......
German	1	......	......	1	......	......	......	......	......	......	......
Irish	2	......	......	2	......	......	......	......	......	......	......
Italian, North	6	......	4	1	1	......	......	......	......	......	......
Italian, South	3	......	......	1	1	1	......	......	......	......	......
Portuguese	65	1	30	29	4	1	......	......	......	......	......
Scotch	11	......	3	6	2	......	......	......	......	......	......
Spanish	1	......	1	......	......	......	......	......	......	......	......
Total foreign-born	97	1	42	44	8	2	......	......	......	......	......
Grand total	167	6	56	72	23	5	5	......	......	......	......

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Fifty per cent of the adult males earned $2 but less than $3 per day, 34.4 per cent $1 but less than $2, and 15.6 per cent, $3 or over. The adult females, on the other hand, all earned less than $2.50 per day. Indeed, all but 33 of the 167 reported earned less than $1.50, while 62 earned less than $1.25 per day. The native-born males as a group earned about the same rate as the foreign-born males, but the earnings of the native-born females were somewhat larger than those of the foreign-born females. The earnings of both male and female Portuguese, however, were appreciably lower than those of the native-born and the foreign-born of north European races. This is accounted for by the fact that the Portuguese occupy the least skilled positions, and are less familiar with the methods of the industry and American conditions because of their more recent immigration. The Scotch, who were second in numerical importance, all earn relatively high wages. Many of them had gained a knowledge of the industry in the mills of Scotland.

The earnings of 247 employees who were 14 and under 18 years of age are presented in the tables following.

TABLE 37.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	1		1								
Native-born of foreign father, by country of birth of father:											
Ireland	1	1									
Italy	1	1									
Portugal	19	10	5	4							
Spain	1			1							
Total	22	12	5	5							
Total native-born	23	12	6	5							
Foreign-born, by race:											
Dalmatian	1			1							
Danish	2	1		1							
Italian, North	3	3									
Italian, South	1	1									
Portuguese	54	33	11	6	2	1		1			
Total foreign-born	61	38	11	8	2	1		1			
Grand total	84	50	17	13	2	1		1			

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 38.—*Number of female employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	3	2	1								
Negro	1		1								
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1		1								
Azores	8	4	4								
Canada	1	1									
England	2		2								
France	1			1							
Germany	6	2	3		1						
Ireland	1		1								
Italy	2	1		1							
Portugal	42	24	10	7		1					
Scotland	1		1								
Total	65	32	22	9	1	1					
Total native-born	69	34	24	9	1	1					
Foreign-born, by race:											
English	1	1									
French	3		3								
German	1		1								
Italian, North	1			1							
Portuguese	88	56	23	7	1	1					
Total foreign-born	94	57	27	8	1	1					
Grand total	163	91	51	17	2	2					

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of these, 84 were males and 163 females. The majority of both sexes earned less than $1 per day, the percentages being 59.5 for the males and 55.8 for the females. Of the females, 41.7 per cent earned $1 but less than $1.50 per day. The corresponding percentage for the males was 35.7. Four females and 3 males earned between $1.50 and $2, but only 1, a male, earned as much as $2 per day. Most of the youths reported were either Portuguese immigrants or Portuguese-Americans. Indeed, 86.9 per cent of the males and 84.7 per cent of the females were of this race.

Conditions of work in the mills are unusually good. The rooms are well lighted and well kept. Extreme care is exercised to prevent accidents from the machinery. The belts are all inclosed, with the result that very few accidents have occurred in the history of the establishments. In fact, so infrequent were they that the liability insurance formerly carried by one company has been discontinued. In cases of accidents, and often in cases of sickness, the wages of operatives are continued during their disability. At the older of the two establishments four large lunch rooms are provided, one for each department, and the sexes are segregated. Facilities for cooking are provided.

In the workrooms little segregation of races is possible. However, where it is convenient Portuguese and Italians work in groups of their own race away from the other races. With regard to living quarters, the Portuguese and Italians reside in communities of their own race in the city or suburbs and have little association with the other races. The other foreign-born mingle freely with the natives in their social life.

Several Italians and Portuguese have become foremen, overseeing the work of their countrymen and countrywomen. All learn to speak English readily, but are much slower in learning to read and write English. Many of the younger Portuguese, however, were attending night school. A large proportion of the immigrants were naturalized, the proportion being smallest for the Portuguese and Italians, who evince little political interest.

The employers regard natives and north Europeans as the most satisfactory laborers, but in the absence of a sufficient number of them, other races have necessarily been drawn upon. Among these the Portuguese and Italians have been most largely employed, and are considered the most desirable of the more recent immigrants. The second generation of immigrants is better equipped for the work because of a more thorough education and a more extensive knowledge of American conditions of life. They are more progressive than their fathers, but are said to lack their steadiness of purpose.

IMMIGRANT LABOR EMPLOYED IN THE SEWING TRADES OF SAN FRANCISCO, CAL.

Four establishments engaged in the manufacture of shirts, overalls, and other articles of men's clothing were investigated by agents of the Commission. These factories were all located in San Francisco, where the clothing industry of the State of California centers. That these four factories were by far the largest in operation is shown by comparing the number of persons employed in them and in the number engaged in the manufacture of men's clothing in the State. The

Special Report of the Census on Manufactures in 1905 reported 73 men's clothing factories, employing 1,704 persons. Of these, 62 were located in San Francisco and gave employment to 1,437 persons.

The four establishments investigated in 1909 employed approximately 950 persons, and of these personal data were secured from 833.

The number of employees from whom data were secured, by sex and general nativity and race, is shown in the following table:

Table 39.—*Number of employees for whom information was secured, by sex and general nativity and race.*

General nativity and race.	Male.	Female.	Total.
Native-born of native father, White	13	179	192
Native-born of foreign father, by country of birth of father:			
Australia		2	2
Austria-Hungary		4	4
Belgium		1	1
Canada		6	6
Chile		2	2
Denmark		2	2
England	1	17	18
France	1	9	10
Germany	11	80	91
Ireland	7	101	108
Italy		59	59
Mexico		4	4
Netherlands		1	1
Norway		3	3
Portugal		2	2
Scotland		11	11
Spain		2	2
Sweden		4	4
Switzerland		4	4
Total	20	314	334
Total native-born	33	493	526
Foreign-born, by race:			
Canadian, French		2	2
Canadian, Other		8	8
Cuban		1	1
Danish		1	1
English	2	13	15
Flemish		1	1
French		5	5
German	2	29	31
Hebrew, Russian		1	1
Hebrew, Other		2	2
Irish		30	30
Italian, North	1	122	123
Italian, South		29	29
Magyar		5	5
Mexican		23	23
Norwegian		3	3
Portuguese		1	1
Roumanian		1	1
Russian		5	5
Scotch		5	5
Scotch-Irish		1	1
Spanish	1	3	4
Swedish		9	9
Swiss (race not specified)		1	1
Total foreign-born	6	301	307
Grand total	39	794	833

The manufacture of shirts and overalls in San Francisco is carried on very largely by women. This is indicated by the fact that of the 833 employees from whom data were obtained only 39 were men. Of these 39 males, 13 were native-born of native father, and 20 were native-born of fathers who immigrated to this country from England, France, Germany, and Ireland. Of the remaining 6, 2 were English

2 German, 1 North Italian, and 1 Spanish. They were for the most part employed in supervisory capacities, or as janitors and messenger boys. None were machine operators.

Of the 794 women from whom data were obtained, 493, or 62.1 per cent, were native-born, 314, or 39.5 per cent, of foreign father, and 179, or 22.5 per cent, of native father. Almost three-fourths (72.6 per cent) of the native-born of foreign father were offspring of north European immigrants. The fathers of 59, however, were immigrants from Italy. Among the foreign-born, the North Italians were most numerous, numbering 122, or 40.5 per cent, of the total. Other races in the order of the number employed were the Irish with 30, the German and South Italian with 29 each, the Mexican with 23, and the English with 13. In all, 24 races were represented among the foreign-born.

The salient facts shown by this table are that women predominate in the industry, that native-born women of native or north European fathers are most numerously employed, and that among the foreign-born the Italians are employed in greatest number.

The following table shows the period of residence of the foreign-born in the United States:

Table 40.—*Number of foreign-born employees in the United States each specified number of years, by sex and race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

FEMALE.[a]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	2									2
Canadian, Other	8		1				3		2	2
Cuban	1		1							
Danish	1									1
English	13	1		1				2	1	8
Flemish	1								1	
French	5			1		1	1	1		1
German	28	2	2	6	1		2	2	1	12
Hebrew, Russian	1								1	
Hebrew, Other	2	1						1		
Irish	26			1			5	1	5	14
Italian, North	120	13	21	15	13	9	28	11	6	4
Italian, South	29	1	6	1	4	1	7	6	1	2
Magyar	5	1		1		1	2			
Mexican	22				3	1	9	1	1	7
Norwegian	3						2			1
Portuguese	1						1			
Roumanian	1		1							
Russian	5						3		2	
Scotch	5		1	1					3	
Scotch-Irish	1									1
Spanish	3		1				1			1
Swedish	9	1					1	1	1	5
Swiss (race not specified)	1				1					
Total	293	20	34	27	22	13	65	26	25	61

[a] Six males were reported, 1 Spaniard five to nine years, 1 English ten to fourteen years, 1 North Italian fifteen to nineteen years, and 2 Germans and 1 English twenty years or over.

The Italian women are as a class more recent immigrants than the others reported. Of the North and South Italians, 56.4 per cent had resided in the United States less than five years, as opposed to only 20.6 per cent of the north European women. Moreover, 35, or 23.5

per cent, of the Italians had lived in this country from five to nine years. In other words, 79.9 per cent had resided in the United States less than ten years. The north Europeans, on the other hand, reported 62, or 67.4 per cent, of their number, as having been here ten years or over. Indeed, 43, or 46.7 per cent, of the north Europeans had lived in the United States twenty years or over. A somewhat smaller proportion of the other south and east European races than of the Italians were recent immigrants. More than one-half of the Mexicans had immigrated between three and nine years before the Commission's investigation.

Three of the 4 factories investigated had been in operation between thirty and forty years, the other for fifteen years. In only one had Chinese ever been employed. That Chinese were formerly employed in the clothing industry in large numbers is shown by the census report for 1870, according to which there were 110 Chinese out of a total of 1,223 employed in the sewing trades in San Francisco. During the decade 1870–1880 the Chinese played an important part in the industry. They never monopolized this field of employment, however. White persons have always been the most numerous laborers. When Chinese were employed in the same factories with white persons they worked in separate rooms. With the passage of the Chinese-exclusion act the demand for Chinese in other lines of work became more insistent, and they gradually disappeared from the industry. The Caucasians employed contemporaneously with the Chinese were largely natives and north European immigrants. This race group is still employed, but in smaller proportions. The chief reason given by women of this group for leaving the clothing trade is the desire to obtain more "showy" work as stenographers, sales-ladies, etc.

Women often leave to take less remunerative positions in more "genteel" branches of employment. The Italians, Mexicans, and other recent immigrants, on the contrary, do not feel so keenly the social disadvantages of the work, and are attracted by the fairly high wages which can be earned by close application. This difference in the attitudes of the two classes toward the work accounts in a large measure for the increase in the proportion of south and east Europeans and Mexicans employed. Most employees are at present secured from the neighborhood of the factory upon personal application, but in one case a number of Italian girls immigrated to work in the factory in question, on the tacit promise of employment conveyed through their friends who were already employed.

The clothing industry offers regular employment throughout the year. In the factories from which data were secured the work week was six days of eight hours each. However, extra time is worked during the first five days of each week in order to secure a half holiday on Saturday. Wage payments at one factory are made biweekly, and in the other three weekly. In every case wages are paid in cash. The men work by the day, while most of the women work on a piece-wage basis. The earnings of the male employees are shown in the table next submitted.

TABLE 41.—*Number of male employees 18 years of age or over earning each specified amount per day,*[a] *by general nativity and race.*[b]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	10	......	......	......	1	1	......	2	......	3	3
Native-born of foreign father, by country of birth of father:											
England	1	......	......	......	......	......	......	......	......	1	......
France	1	......	......	......	......	......	......	......	......	1	......
Germany	9	......	......	......	1	......	2	2	......	3	1
Ireland	7	......	1	......	......	......	......	......	......	6	......
Total	18	......	1	......	1	......	2	2	......	11	1
Total native-born	28	......	1	......	2	1	2	4	......	14	4
Foreign-born, by race:											
English	2	......	......	......	......	......	......	......	......	1	1
German	2	......	......	......	......	......	......	......	......	2	......
Italian, North	1	......	......	......	......	......	1	......	......	......	......
Spanish	1	......	......	......	......	......	......	1	......	......	......
Total foreign-born	6	......	......	......	......	......	1	1	......	3	1
Grand total	34	......	1	......	2	1	3	5	......	17	5

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Five native-born males 14 and under 18 years of age were reported, earning as follows: 1 under $1; 1 $1 and under $1.25; 1 $1.25 and under $1.50; and 2 $1.75 and under $2.

Of the 34 adult male employees, 17 earned $3.50 but less than $4, and 5 $4 or over. Of the remaining 12, 8 earned $2 but less than $3. Four of the 6 foreign-born males earned $3.50 or over. As noted above, most of the males were employed in a supervisory capacity, which accounts for their relatively high earnings. Those earning less than $2.50 per day were janitors, shipping clerks, porters, etc., whose work requires less ability and experience. The five native-born youths employed were helpers or messengers boys and earned less than $2 per day. In fact, 1 earned less than $1, 1 $1 but less than $1.25; 1 $1.25 but less than $1.50, and 2 $1.75 but less than $2 per day.

The earnings of the female employees were much lower than those of the adult males. Data upon this point are presented in the next table.

TABLE 42.—*Number of female employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	160	26	35	18	40	7	29	3	1		1
Native-born of foreign father, by country of birth of father:											
Australia	2				2						
Austria-Hungary	3	1	1		1						
Belgium	1					1					
Canada	6	1	1	1		1	2				
Chile	2		2								
England	15	4	3	1	3	2	1	1			
France	6	1		1	1		3				
Germany	75	7	12	11	21	5	15	4			
Ireland	96	5	17	14	22	11	17	8	2		
Italy	32	4	8	8	7	1	2	2			
Mexico	4	1	3								
Netherlands	1	1									
Norway	3		1				1	1			
Portugal	2	1			1						
Scotland	10		3	4	2		1				
Spain	2		1		1						
Sweden	4			1	1	1	1				
Switzerland	3	1			1		1				
Total	267	27	52	41	63	22	44	16	2		
Total native-born	427	53	87	59	103	29	73	19	3		1
Foreign-born, by race:											
Canadian, French	2	1			1						
Canadian, Other	9	1	1	1	3	2	1				
Cuban	1		1								
Danish	1						1				
English	13	2	5	4	1		1				
Flemish	1							1			
French	3	1	1	1							
German	26	13	6	2	3	1	1				
Hebrew, Russian	1				1						
Hebrew, Other	2	2									
Irish	30	8	11	6	3	1	1				
Italian, North	102	29	23	9	29	3	7	1	1		
Italian, South	21	9	3	1	6	1	2	1			
Magyar	5			2	1		2				
Mexican	20	7	5	3	2	3					
Norwegian	3	1			1	1					
Portuguese	1				1						
Roumanian	1				1						
Russian	2				1				1		
Scotch	5		2	3			1				
Scotch-Irish	1			1							
Spanish	3		1			1			1		
Swedish	9	1	3	3	1		1				
Swiss (race not specified)	1		1								
Total foreign-born	262	75	62	35	53	13	18	3	3		
Grand total	689	128	149	94	156	42	91	22	6		1

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[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

While 22 out of a total of 34 males earned $3.50 or over per day, only 1 female earned as much as $3.50. In fact, only 28, or 4.1 per cent, of the entire number, earned $2.50 but less than $3.50, while 91, or 13.2 per cent, earned $2 but less than $2.50 per day, leaving 82.6 per cent of the adult females earning less than $2 per day. Indeed, a majority, 53.9 per cent, earned less than $1.50 per day, while 128, or 18.5 per cent, reported earnings of less than $1 per day.

The foreign-born female employees earned less than did the native-born. Almost two-thirds (65.6 per cent) of the foreign-born were earning less than $1.50 per day, whereas only 49.4 per cent of the native-born of native father, and 44.9 per cent of the native-born of foreign father reported earnings of less than $1.50. On the other hand, 21.3 per cent of the native-born of native father, and 23.2 per cent of the native-born of foreign father, as opposed to only 9.2 per cent of the foreign-born, earned $2 or over per day.

One hundred girls 14 and under 18 years of age were employed. Their daily earnings are shown in the following table.

Table 43.—*Number of female employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	14	6	6	......	......	1	1	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	......	......	......	1	......	......	......	......	......	......
England	2	2	......	......	......	......	......	......	......	......	......
Denmark	2	2	......	......	......	......	......	......	......	......	......
France	3	2	1	......	......	......	......	......	......	......	......
Germany	5	3	2	......	......	......	......	......	......	......	......
Ireland	5	1	2	......	1	......	1	......	......	......	......
Italy	27	13	7	5	2	......	......	......	......	......	......
Scotland	1	......	......	......	1	......	......	......	......	......	......
Switzerland	1	......	1	......	......	......	......	......	......	......	......
Total	47	23	13	5	5	......	1	......	......	......	......
Total native-born	61	29	19	5	5	1	2	......	......	......	......
Foreign-born, by race:											
French	2	1	1	......	......	......	......	......	......	......	......
German	3	1	......	1	......	1	......	......	......	......	......
Italian, North	20	9	6	2	3	......	......	......	......	......	......
Italian, South	8	3	5	......	......	......	......	......	......	......	......
Mexican	3	2	......	1	......	......	......	......	......	......	......
Russian	3	1	1	......	......	1	......	......	......	......	......
Total foreign-born	39	17	13	4	3	2	......	......	......	......	......
Grand total	100	46	32	9	8	3	2	......	......	......	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Of the 100 girls reported, 46 earned under $1, 32 $1 but less than $1.25, 9 $1.25 but less than $1.50, and only 13 $1.50 or over per day. The earnings of the native-born girls as a group were less than those of the foreign-born, a fact accounted for in some measure by the more intensive industry of the foreign-born, the most progressive of whom work in the factories, while many of the more ambitious and efficient native girls find employment as stenographers or clerks, occupations which they consider more "genteel."

The economic relations of the employers and employees in the factories which were investigated were largely confined to the payment of wages for services rendered. No provision was made for medical or hospital service. In one instance a lunch room was conducted by the employers where employees could secure hot lunches at a small cost. Two of the four companies carry a liability insurance as a protection to themselves. Danger from accident is carefully guarded against by means of safety devices attached to the machinery, and very few injuries have been incurred in the past. Sanitary conditions were reported to be good in all but one factory, where poor ventilation and crowded workrooms were found. The employment of immigrants, however, has apparently had no effect in producing these conditions.

All races work together in the factory rooms, but it is customary to place Italian and Mexican girls at machines near those of their own race. This is the more necessary when they can not speak English. Beyond this there is no segregation in the workrooms, and the girls associate freely with each other. However, the Italians and Mexicans, with few exceptions, live in the respective "quarters" of those races, where they have little contact with other races in their social life. The others are usually drawn from the residents of the factory neighborhood and associate freely with each other.

As noted earlier in the discussion, the natives and north European girls are inclined to seek more "showy" positions in store or clerical employment. Italians and Mexicans, on the other hand, are satisfied with this kind of work, and show little desire to rise above it. In fact, they often object to an advance to a different line of work in the same factory because of temporary loss of earnings on a piece basis which might accompany the change. The immigrants employed in the clothing factories learn English fairly rapidly through their association with English-speaking people in the workrooms. Moreover, a considerable number of the younger Italian women attend night school. The girls of one factory have been organized into self-betterment clubs by a church organization, and the Italians have been especially eager to avail themselves of the opportunities offered.

The employers of two factories expressed a preference for native or north European operatives, on the ground that they were more intelligent and more careful workers. In the absence of a sufficient number of these, a general preference was expressed for Italians, doubtless because the work of this race is best known to them, being the predominant race in the factories visited. At one of the other two factories the Italians were the unqualified first choice. Since the work is paid for on a piece basis, the preference of employers were less marked than in other industries where time wages prevail. Experience with the second generation of immigrants was confined chiefly to the Italians, who were said to be more progressive and intelligent than their parents, but more restless and inclined to leave the factories for other employment.

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CHAPTER VII.

IMMIGRANTS IN LOS ANGELES, CAL.

The population of the city of Los Angeles as given by the census of 1890[a] was 50,395, of whom 37,643 were of native birth as compared to 12,752 of foreign birth. In 1900 the population of the city was 102,479,[b] with 82,515 native-born and 19,964 foreign-born. The total population in 1909 has been estimated at 300,000 or over.

Of the 12,752 foreign-born residents in 1890, 4,951 were English-speaking, of whom 1,817 came from England, 1,382 from Canada, 1,322 from Ireland, 316 from Scotland, and the remainder from Wales and Australia. In 1900 the foreign-born population of 19,964 included 8,226 persons of English-speaking races. Of this number, 3,017 were reported from England, 2,683 from Canada, 1,720 from Ireland, 573 from Scotland, and the remainder from Wales and Australia.

After the English-speaking races, the Germans are next in numerical importance. In 1890 the number of persons from Germany was 2,767; in 1900, 4,023: The Chinese are next in order with 1,831 foreign-born in 1890 and 1,885 in 1900. Following the Chinese are the French, reporting 724 in 1890 and 993 in 1900. Other races of importance in numerical order for the decades 1890 and 1900 are: Italians, 447 in 1890 and 763 in 1900; Scandinavians, 568, of whom 368 were from Sweden, in 1890, and 1,310, 808 of whom were from Sweden, in 1900; Mexicans, 493 in 1890, 817 in 1900; Slavic races, 213 in 1890, 104 of the number reported being from Poland and 73 from Russia, and 402 in 1900, 233 being from Russia and 107 from Poland; Japanese, 40 in 1890 and 152 in 1900.

It is impossible to give the racial composition of the foreign-born in the present estimated population of 300,000, but in investigations made by the agents of the Commission, data were secured from persons who were considered competent to give information about certain races. The figures which are given are in all cases estimates, and include not only the foreign-born, but native-born of foreign parents in Los Angeles in 1909, except for the Mexican estimates, which were made in 1908. According to the Mexican consul, Mexicans, nearly all of the peon class, in Los Angeles and vicinity number 25,000, but this estimate is unduly high and might safely be put at half the number. Owing to the character of the work in which they engage, principally work on the railroads, the population fluctuates greatly, and at times many come to the community while at other times an unusually large number return to Mexico. In the month of January, 1908, alone, 2,700 left Los Angeles for their native land.

The estimates made in 1909 for other races are as follows: English-speaking races, 24,853, of which number 12,000 are Irish, 6,000 English, 4,153 Canadian, and 2,700 Scotch; Germans, 22,400; North

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[a] United States census of population, 1890, vol. 1, pp. 670-674.

[b] United States census of population, 1900, vol. 1, pp. 796-803.

Italians, 6,000; Japanese, 4,500; Scandinavians, 4,500; French, 3,500; Slavic races, 2,500; Russians, 2,000; Syrians, 700; Armenians, 420; and Greeks, 275. While these races do not constitute all the foreign-born found in Los Angeles, they are among the important elements in the community.

Among the first immigrants coming to Los Angeles were the English-speaking people, some of whom have been in the city for fifty years, and some who, like the Canadians, were settled in Los Angeles over thirty years ago. Many of the English came direct to Los Angeles, but few of the Irish and Scotch, a large number of the former coming within the last seven years. These people have settled in all sections of the city, but have not formed any well-defined colonies. The reasons for coming to the city were largely economic, and to a less extent climatic. The recent immigration from England has been from the poorer classes who were endeavoring to better their condition, but among some of the earliest residents were Englishmen of wealth. The Canadians were drawn to this city largely on account of business opportunities, especially after the earthquake in 1906 at San Francisco, but also by the mild climate. As regards occupations these races differ in no way from the native-born Americans. The early English settlers engaged in orange growing, and to-day own some of the largest groves in the vicinity of Los Angeles. Some of them have entered the professions and many are connected with the industrial and business establishments of the city.

The Scotch people are for the most part working for others, but a few are engaged in business conducted on a small scale. The Irish are engaged in skilled trades and in the various businesses and professions of the city. It is stated that among this race there are about ten millionaires residing in Los Angeles, who from small beginnings have amassed large fortunes. The English Canadians have entered into manufacturing and other business and professions to a greater degree than the English. As physicians, lawyers, ministers, contractors, and workers in the skilled trades this race has aided in the development of the city.

In regard to the attitude toward the foreign-born races whose mother tongue is English, it is almost universally true that members of these races are more cordially received than those speaking other languages. This is only to be expected in view of the many traits in common among English-speaking people and the ease with which these races are assimilated. The Irish and Scotch soon become naturalized, while the English and Canadians are more prone to hold allegiance to their native countries. All of the races show interest in civic affairs. An Englishman holds the position of county auditor, a Canadian is chief of police, and a Scotchman is sheriff, while the Irish, though not so prominent in politics as in eastern cities, take a great interest in municipal affairs. The English-speaking peoples of foreign birth are admitted freely to American societies, and in addition, have certain societies of their own. The Hibernian Society has a membership of over 400, the Caledonians number more than 250, while the Canadian Club and the English Society of St. George each have a membership of over 200. All of the foreign-born English-speaking races avail themselves of the privileges offered by the schools of Los Angeles, and the progress made by the children of these races is equal to that of American children.

The race second in numerical importance to the English-speaking races of foreign birth is the German. After the Mexican this race is conceded to be the first foreign-born race to settle in Los Angeles. The census of 1890 shows 2,767 of this race of a total of 12,752 foreign-born, and that taken in 1900 records 4,023 Germans of a total of 19,964 foreign-born. The German population, both foreign-born and native-born of foreign father, in 1909 was estimated at 22,500.

The immigration of Germans to Los Angeles began as early as 1842, and by 1870 there were 55 of the race who had made their way overland or around Cape Horn to this vicinity, drawn hither by the gold fever. Not succeeding in their gold ventures, these Germans took up farms and vineyards and started in small industries which have developed into large enterprises. After the opening of the first transcontinental railroad in 1869 many more settled in the city. Most of the Germans came to Los Angeles from other cities of the United States, while a few capitalists came directly from Germany. Like the English-speaking races the earlier immigration of Germans settled in all parts of Los Angeles. Some live near the business center of the city, others in the suburbs.

During the year 1902 some Germans from Banath, Hungary, settled in the poorer section of the city and through favorable letters written to their kinsmen some 800 families were added to the settlement in 1907 and 1908. As living conditions constantly grew worse in Hungary, the exaction of the Hungarian Government compelling compulsory teaching and learning of the Magyar (Hungarian) language in the schools being especially irksome, these people hearing that the rate of wages in Los Angeles was from $2 to $3 per day, borrowed the price of transportation and immigrated in small groups to this city. Although the rumors as to wages proved to be incorrect, the new immigrants soon were able to earn from $50 to $60 per month, and during the year 1909, 100 more families from Banath were expected to arrive.

Germans are found in all the occupations and professions in Los Angeles. They have been instrumental in establishing many industries such as brewing and meat packing, and are among the largest contractors and builders in the city. Many are lawyers, physicians, dentists, architects, and musicians. More than 150 are in the real-estate business, 125 are grocers, and approximately 100 are tailors, and the same number engage in the liquor trade. Many others have engaged in the various occupations and trades of the city. The newer German immigrants from Hungary are engaged largely in manual labor. Owing to their limited length of residence they have not yet learned English, and those with trades have not yet adapted themselves to American ways, but, combining in their characters the better qualities of the German and Slavonic types, they offer good possibilities. The women secure employment as janitors' help and also do laundry work at home.

The economic progress made by the German-Hungarians is worthy of mention. Families were known to come to the city in 1908, $300 in debt, and within one year had the debt paid and a small savings account started. They are extremely frugal, and it is estimated that the living expenses of a family of five (man, wife, and three small children) do not exceed $45 or $50 per month.

The bond of a common language holds together the Germans of Los Angeles, and this race is especially tenacious of the customs and language of the Fatherland. In spite of this they do not forget the allegiance they owe to the country of their adoption. The German Alliance, probably the largest German society in America, impresses upon the new arrival the necessity of acquiring citizenship, and advocates the use of the franchise fearlessly and according to the judgment of the individual. The Germans of Los Angeles are almost all naturalized Americans, and of the more recent German immigrants from Austria the greater part have taken out their first papers.

The older German residents have formed a number of organizations of a fraternal and social nature. This is not the case with the German-Hungarians, whose earnings, after passage money has been paid, are placed in banks, to be used later on in acquiring homes of their own.

The first German organization, the "Turn Verein Teutonia," was effected in 1859, and included among its advantages physical culture and singing classes. This organization in 1909 owned property valued at $800,000; which included a hall, gymnasium, and over 50 acres of ground used for recreation purposes. In 1897 a woman's section of the society was organized, giving all the privileges enjoyed by the men's organization. In addition to the Turn Verein there are three singing societies and many fraternal bodies—the German Alliance, Order of Hermann's Sons, the Court Germania, St. Anthony's Benevolent Society, and German branches of the Odd Fellows, Red Men, Ancient Order of Woodmen, and the Masons. Besides these societies, the Germans have 14 churches in Los Angeles, the oldest, the German Evangelical Lutheran Church, founded in 1882; the largest, St. Joseph's Church, founded in 1888. There is also a German hospital with a property valuation of $25,000.

In educational affairs the Germans are found to take great interest and avail themselves of the privileges offered by the Los Angeles public schools, besides the parochial schools where, among other branches, German children are taught the mother tongue. Many of the societies are educational in character, the Deutsche Gesellschaft being composed wholly of university graduates. In 1907 the German Alliance organized the Liberal Alliance, an association formed from all nationalities, the object of which was to teach the principles of citizenship and to prepare men for naturalization. As a result of this movement 500 men, during the year 1908, secured naturalization papers. The children of the recent German immigrants learn English quickly and in a short time are able to act as interpreters for their parents, who are not as quick in learning the language as the children, but compare well in this respect with other nationalities. For those who do not read English, two German papers are available, the Southern California Post and Germania.

In point of numbers, the Mexican ranks next to the German race. In 1909 the number of native and foreign-born Mexicans was possibly 15,000. A large number of these Mexicans are extremely migratory, Los Angeles being the immediate and local source of supply for the railroads and for others who desire unskilled labor.

The Mexican was the original inhabitant of Los Angeles, and long before American occupation was settled in the country, then known as Lower California. They have almost invariably settled in colonies, the largest one being known as Cholo Court. The living conditions here were made the subject of investigation by the Los Angeles Housing Commission in 1906–1908, and were found to be very bad. The commission reports filth and squalor on every hand. "Miserably constructed houses made of scrap sheet iron, old bagging, and sections of dry-goods boxes were huddled together without any attempt at proper construction or order." After the passage of an ordinance governing house courts most of these wretched dwellings were torn down and replaced with sanitary houses giving proper light, ventilation, and toilet facilities. They were, in 1909, still subject to overcrowding, but it was stated that these courts are now in far better condition than they were during the period 1906–1908.

The members of this race have always been the hewers of wood and drawers of water in Los Angeles, and before 1900 were engaged as laborers on city construction work, as farm and ranch hands in the vicinity, and as laborers for the street-car companies. Since 1900 Mexicans have formed the chief source of supply of unskilled labor for the railroads centering at Los Angeles. The Mexican is preferred for this work because he can generally be secured more cheaply than laborers of other races. It is the railroads which have largely brought about the recent large migration of Mexicans to Los Angeles. Through labor agencies they have offered transportation to the Mexican laborer from El Paso, where they enter the United States, and in many cases have given the laborer a pass back to that point after working for a certain period. As the wages offered are generally higher than in Mexico, and as the laborer in many cases has had friends in Los Angeles, he has been easily induced to make the journey.

The Mexicans, to a small extent, are also found in petty business and trade. In contact with others they are looked upon as inferiors. Owing to the fact that but few of the race speak English, that they live in isolated communities, that in their work on railroads they are largely segregated, and that they seldom intermarry with other peoples, they are for the most part a strictly separated class. Very few Mexicans are found to take out naturalization papers or show any interest in civic affairs. The Mexican consul at Los Angeles attributes their indifference to American civic affairs to their pride in Mexico, and to the fact that they regard the United States as but a temporary residence. Whatever the reason, it is evident that few Mexicans show any regard for American customs, or have any civic interest, and as a race they show as few assimilative qualities as any found in Los Angeles. They have no benefit or other societies, and in case of sickness are not averse to receiving free treatment from some charitable institution.

In regard to school attendance, the probation officer of the city stated that of the cases which come in the juvenile courts about 4 per cent are from Mexican families. Mexican children cause little trouble as a rule, but when an incorrigible child of Mexican family is reported, he generally becomes a recurrent charge. The charges brought against such children are generally delinquency in school, incorrigibility, and, less often, petit larceny. Their progress in school is below the average. The adults show complete indifference to educational matters. The Mexican consul stated that the Government of Mexico had great trouble in forcing the peons to conform to school laws, and that their indifference to matters of education was constitutional. Owing to their isolated manner of living they seldom learn more than a few words of English, and as they do not attend night schools or other institutions where English is taught, they generally remain, even after long residence, in almost complete ignorance of the language.

The criminal records of Los Angeles for the year ending June 30, 1908, show that of approximately 20,000 cases, 2,300, or more than one-tenth, were charged against Mexicans. With the exception of a few petit larceny cases, the charges were for crimes of violence and drunkenness. The Mexican is said to become surly and combative after one or two drinks of cheap red wine, and as a result drunken fights are common in the Mexican quarter.

The North and South Italians taken collectively are numerically next in order to the Mexicans. In 1900, according to the census, they had in Los Angeles a population of 763 in contrast to 447 in 1890. The estimated population of this race, native and foreign-born, in Los Angeles in 1909, has been placed at 6,000. Most of this immigration has taken place within the last two years, many of the Southern Italians coming from eastern and southern cities, especially New Orleans. The occupations which the Italians enter are mostly unskilled labor, and peddling and keeping fruit stands, although some, largely North Italians, are found in skilled trades and as small shopkeepers, and a few in the professional classes. One Italian is president of a bank, another a manager of a department store, but these are exceptional cases. Approximately one-half of the North Italians live in a colony where they are the predominant element, but the others live in various quarters of the city where living conditions are of a much higher standard. The majority of the South Italians live in another colony which is constantly being augmented with South Italians from New Orleans and other cities, but like the North Italians, those who have been successful live in the residential part of the city where they mingle with all races. Among the organizations of the Italians are a workingmen's club, two native societies, and branches of a number of American societies.

After the Italian races, those from Scandinavia follow in numerical order. In 1890 the census listed Scandinavians in Los Angeles at 568, 368 of the number being from Sweden and 136 from Denmark. In 1900 the number had increased to 1,210, 808 being from Sweden and 239 from Denmark. An estimate made in 1909 placed the foreign-born Scandinavians and their families in Los Angeles between 4,000 and 5,000, the Norwegians and Danes numbering about 2,000, the Swedes 3,000. The total number of native-born children of Scandinavian fathers has been placed at 500.

Scandinavian settlement in Los Angeles began as early as 1880 when settlers came West hoping to buy good farms at small cost, but not having sufficient funds to purchase they found employment in the various industries which the city offered. Within the last seven years, from 1902 on, the Scandinavian immigration has been largely due to the great amount of building which has taken place in the city and which offered employment to the mechanics of that race. Professional men and tradesmen of Scandinavian race have also settled in the city during this period.

The Scandinavians are largely engaged in some of the building trades and in tailoring. It is estimated that 95 per cent of them are wage-earners. Among the wealthier members of the race one is reputed to be the largest building contractor on the Pacific coast, another is the owner of a large department store, and several are retired ranchers from Eastern States who have come to Los Angeles to invest their capital. During the year 1908 the Swedish Employment Bureau registered about 3,000 Scandinavian men, many of whom quickly obtained positions on farms at $1 a day and board, and 1,200 girls who found employment as house servants at wages ranging from $20 to $40 per month. Most of these people came to Los Angeles from the East on account of the higher wages to be earned and a desire to live in California. The demands for them as laborers and house servants is greater than the supply. While their social relations are for the most part with their own people, they mingle freely with men of other races and readily adopt American ways. In the farming localities about Los Angeles the Scandinavians show a tendency to colonize, but in the city they are scattered, many of them living in the suburbs in neat bungalows surrounded by grass plots and shrubbery. They have six Swedish Protestant and three Danish Protestant churches, with congregations numbering from 50 to 400. Some of the people have joined American churches. Among the Scandinavian societies are the "Danish Brotherhood and Sisterhood" with 400 members, the "Normana," a Norwegian literary society, "Swedish North Star," a benefit society with 250 members, the "Tyran," also a benefit society, with 100 members, the "Scandinavian Relief Society" and the "Swedish-American Patriotic League" with 200 members. A number of Scandinavians are also members of the Foresters, Woodmen of the World, the Elks, Masons, and other American orders. Within late years the organization of political clubs by the older Scandinavian residents has influenced many of the race to take out naturalization papers. The men are anxious to take part in the political issues of the day.

Education holds a high place in the minds of the Scandinavians and the privileges offered by the public schools are very generally accepted. Almost all of the children are kept at school until they have finished the grammar grades, and a few go into the more advanced schools. Members of this race meet with little difficulty in learning English, even if past the school age, as in many cases English has been studied in the schools abroad and with the help of friends is readily perfected here. Many of the men learn English from their wives, who acquired a knowledge of the language when in domestic service in American families. A large number coming to Los Angeles from other parts of the United States are already conversant with the language. In two private schools there are classes for teaching native children the Swedish language, but most of the native-born do not speak the langauge of their parents and no great effort is being made to have the children learn any language other than English.

The next race in numerical importance is the French. French immigrant adventurers were known in Los Angeles as early as 1831, when California was a province of Mexico, and by 1847, when California was won from Mexico, the French population of Los Angeles numbered from 25 to 30 people, including two families. From 1849 to 1851 over 4,000 more French were added to the population of California, some finding their way to Los Angeles. The French population in the city in 1860 was placed at 100, three-fourths of the number being bachelors, and by 1884 the number had increased to 700. The census of 1890 gives the population from France as 724 and of 1900 as 993. A careful estimate made in 1909 by an agent of the Immigration Commission puts the total number of French at 3,000, of whom 1,200 were born abroad and 1,800 were born in the United States of French father.

One part of the city, comprising about three city blocks, houses more French than any other nationality. Here are found the poorest families and single men, most of them recent arrivals who do not speak any English and who wish to be with their own people. Here also are a few boarding houses, each catering to people from some particular department of France, and there are hotels whose only patrons are men originally from the Alps, Pyrenees, or Basque country. Room and board in these hotels costs from $25 to $35 per month. Their patrons are sheep herders and farmers in Los Angeles for a brief vacation. The houses in the part of the city just mentioned are old and in bad repair, but here, as has been said, are found only the poorest and least successful of the race. The houses of those who have prospered are scattered throughout the city, many of them being at the end of car lines, where cheap lots are to be had.

The presence of a comparatively large French population in Los Angeles is coincident with the discovery of gold in California at a time of internal dissension in France. France, in 1848, was in a disrupted condition. Commerce and industry were paralyzed, and as a result large numbers of laborers were out of employment. Many professional men, merchants, and skilled and unskilled laborers, left France during this period, 1848–1851, and some found their way to Los Angeles where they engaged in agriculture, viticulture, and sheep raising, and having succeeded in these enterprises, soon persuaded their kinsmen to follow. The first arrivals came largely from the south of France; the immigration since 1900 has come almost exclusively from the Pyrenees and the Alps. The first immigrants met with success in sheep and cattle raising and established large and prosperous ranches, and the people from the Alps and Pyrenees, who were also sheep and cattle raisers, came to Los Angeles to venture in these occupations under more favorable conditions. The immigration within the last few years has been slight, averaging not more than 70 per year, and the future does not point to any large increase in the number.

In addition to viticulture and sheep raising in the locality, the French have entered almost all of the occupations found in Los Angeles. Many of them are professional men. One large department store, several laundries and one creamery are owned and operated by French people. They are also working in packing houses and butcher shops, gas and electric plants, iron works and foundries and some few in brick and lumber yards. They have had little effect upon the industries in which they have engaged, as the diverse lines followed and the comparatively small number in each industry have not tended to affect any one trade or occupation.

The French are favorably received by other races. They do not shirk their work, do not underbid, and are usually of a companionable disposition.

The Americanization of the laboring and uneducated classes is very slow, due to their apparent inability to master the English language, some having been here ten years and are yet unable to make themselves understood in English. The great difference in temperament, ideals, and ways of living also retards Americanization, and it takes many years for a Frenchman to become used to American conditions and to forget his original intention of accumulating wealth in this country and then returning to France. The business men and those commonly known as the "well-to-do" display a great deal of civic interest and secure naturalization papers as soon as possible, but among the laboring classes it is said that only 25 per cent have taken out their first and less than 5 per cent their second papers.

The French of Los Angeles have organized a number of societies. The French Mutual Benevolent Society, founded in 1860, in 1909 had a membership of 750; the Masonic lodge, Vallee de France, organized in 1878, in 1909 had 60 members; the Druids, "Morton Grove" lodge, organized in 1887, in 1909 had an enrollment of 75 members; La Legion Française, organized in 1893, in 1909 had a membership of 87; the Foresters of America, organized in 1893, had a membership of 220; French Ladies Benevolent Society, organized in 1903, to aid the poor of the race, in 1909 had 50 members. The churches attended by the French are generally the Catholic, where the service is in their native language. There is also one French Protestant Church where services are held in French, but as the French population is so scattered, the attendance is small.

As to the educational progress made by this race, it is stated that the progress of the children of French parents compares favorably with those of the other races. The French parents teach the children to read and write the mother tongue and in many cases do not allow the children to speak any other language than French within the home. No efforts are made to provide for teaching English to French adults.

The French Canadians have also immigrated to Los Angeles, but in much smaller numbers than either the French or the Canadians whose mother tongue is English. This race in 1900 numbered 214 and in 1909, including the native-born, had a total of 316. The immigration during 1909 was growing rapidly. The men are employed in the various trades in the city and some work as laborers. It is said that the adults learn English rapidly and that the children are proficient in the use of that language as well as French. The few children in the public schools, however, do not rank well with those of other races, and show a tendency to attend school for a much shorter period than do children of most other nationalities.

The races of numerical importance after the French are the Slavic races, which includes the Molokani-Russians, Dalmatians, Croatians, Herzegovinians, Montenegrins, Servians, Slovaks, and Slovenians—the first five races having the largest representation. In 1890 the Slavic races, exclusive of Poles, numbered 99, 73 being Russians, and in 1900 the number was placed at 295, 233 of the number being

Russians. The estimate made in 1909 of all Slavic peoples, exclusive of Russians, in Los Angeles, was 3,500, 3,000 of the number being unmarried men.

The Slavonian immigration to Los Angeles began in 1849, when, during the gold craze, some 10 or 15 Slav adventurers drifted to San Francisco and later settled here. In 1853 a Slavonian started a restaurant in Los Angeles, but the increase in population was very slow, as shown by the fact that by 1888 the whole Slavic population amounted to only 80 persons, most of whom were unmarried men. Indeed, there were only six families among them. The more important migration to the city began in 1899, and during the years 1900 and 1901 about three-fourths of the immigrants crowded into the men's boarding houses, adobes, and wretched shacks in a part of the city known as "Sonoratown." The rest of the race live near by in another part of the city, where they are crowded in with Russian-Hebrews, French, and other nationalities. In Sonoratown the houses are old, dilapidated, and small, the streets are unpaved, and the yards and sidewalks are in poor condition. There were in 1909 from 40 to 50 families in the district, nearly all in rented houses. Most of the families keep boarders, but the remainder of the population board themselves on a community plan. The main object of the Slavonians is to save money, and cleanliness and comfort are willingly sacrificed to further this end. The houses are crowded, the rooms so filled with beds that the occupants are often obliged to dress in passageways, and in some places, where two shifts of men are employed, the beds are in almost constant use. The houses of both boarding groups and bachelor groups are extremely dirty—due partly to overcrowding and partly to the native uncleanliness of the Slavonians. Of the two forms of living, the boarding houses, which usually sell liquor and permit gambling, prove more expensive than the bachelor group houses, and will probably, unless prices are reduced, be forced out of business.

The reasons for the immigration of the Slavonians are economic. The land in Austria-Hungary is crowded, work is scarce, and taxes are heavy. The Slavonian is attached to his home country and comes to the United States in order to earn sufficient money to return and purchase a farm. After a stay of from two to ten years, through hard work at low wages, he saves enough money to accomplish the desired result. A certain percentage of the more adaptable type later return to Los Angeles. The men who have learned a trade or who have a wife and children here sometimes return to their native land, but this percentage is very small.

The Slavonian is drawn to Los Angeles on account of the demand for unskilled labor, on account of the large Slavonian colony, and by the temperate climate of the city. With the increasing numbers of immigrants coming to the city, scarcity of work is felt more and more. A Slavonian laborer with seven or eight months' work a year at $1.75 a day can save enough money to provide for a family of a wife and three children in Austria-Hungary. But with the great influx of immigrants the average amount of work has been reduced to as short a period as three to four months in the year, and this state of the labor market has tended to keep many Slavonians away. Since the panic of 1908, many more have returned to Austria-Hungary than have come to the city, and there is reason to believe that unless there is a considerable change in labor conditions there will be no increase in this population.

The occupations entered by the Slavonian immigrants are usually unskilled. Digging ditches for sewers and for the laying of gas pipes, cement work, and street work at an average wage of $1.75 to $1.85 per day constitutes most of their work. They are usually employed in groups under a Slavonian contractor. Little progress is made by the members of the race.

Restaurant work is also followed by the Slavonians, and many of them accept employment in the large number of second and third class restaurants in the Slavonian quarter, and the down-town section of the city. In all, about 250 Slavonians are in restaurant work, an occupation never followed by them abroad. The explanation lies in the fact that in this occupation no English is required, the work is not hard to secure, and requires very little skill. Men of other races soon leave these occupations on account of long hours and small pay; but the Slavonian stays on because he is able to gratify an inordinate appetite, because, although the pay is low, he can still save something, and for the reason that he may rise to assistant cook or cook, which occupation pays from $15 to $20 per week. The number in other occupations is small. They do not intend to stay in this country, they do not learn English readily, and the majority of them know no trade.

The attitude of other races toward the Slavonians is generally one of indifference, because, as already stated, most of them work in gangs under a Slavonian contractor, live in their own quarter, and seldom come in contact with Americans or other races. When contact does occur, the Slavonians are considered a low class, working for small wages, dirty in appearance, and with low standards of living. The expenditure of a member of this race is not more than $25 or $30 monthly for board, lodging, and miscellaneous expenses, and averages between $18 and $20. No civic interest is displayed by them, and only a few, mostly contractors, have taken out first papers.

The societies of the Slavonians are as follows: The Slavonian-American Benevolent Society, organized in 1895, in 1909 had 250 members; the Croatian Society, founded the same year, in 1909 had a membership of 300; the Servian United Benevolent Society, founded in 1902, in 1909 had 350 members; the Austrian Military Benevolent Society, organized in 1904, had a membership of 95 in 1909. There is also a Slavonian order of Druids, started in 1906, which in 1909 had 100 members. Besides these orders some Slavonians belong to the Odd Fellows, Knights of Pythias, and other American societies. All of their societies have benefit features paying from $7 to $9 weekly in case of sickness and some paying death benefits, in addition.

Most of the Slavonians belong to the Greek and Roman Catholic churches, but some few are Mohammedans. In the Slavonian quarter there is a Greek and a Roman Catholic Church where services are held in the Slavonian languages.

In comparison with other races the Slavonians are not criminally inclined. Their worst offenses are drunkenness and disturbing the peace, many being arrested for these misdemeanors; but when compared with Mexican and Italian arrests for the same causes the number is found to be proportionately much less.

A religious sect of the Russian race which has lately immigrated to Los Angeles is the Molokani (milk drinkers). Their immigration was brought about through several causes. The Molokani in 1840–1845, numbering about 10,000 people, were transferred to the provinces of Kars, Elizabethpol, and Erwan owing to their religious beliefs, which differed from those held by the orthodox Greek Church. The authorities fearing their creed would spread to the orthodox Russians, the sect was isolated. The Molokani and the Doukhobors, another sect, also transferred to Caucasia, were surrounded by Tartars and other non-Christian races. As time went on, the land on which the Molokani had settled became so crowded that it was difficult to make a living. The Molokani do not believe in the taking of human life and objected to military service, so that on the breaking out of the Russian-Japanese war, in 1904, they decided to leave for California. The first parties had great difficulty in emigrating, as they could obtain no passports, and many were sent to jail for attempting to smuggle themselves over the border. This, however, did not deter them, as they found ways of secretly accomplishing their object, and at last the authorities changed their attitude and allowed them to depart.

In January, 1903, a few Molokani-Russians arrived in Los Angeles without their families, and after working about a year returned for them. In May, 1904, the immigrants returned with their families, five in number, consisting of 30 people, and continued to arrive in the city until in January, 1906, the race aggregated 330 families and 2,000 people. In January, 1909, the population was estimated at 370 families, embracing 2,250 persons. Most of the adults are married, the single men generally having returned to Russia.

The houses of the Molokani, situated in a part of the city where the population is mainly Russian, but also composed of some American, Mexican, and Hebrew families, are crowded like those of the Slavonians. The homes are from four to six room bungalows, built for one family and occupied by three or four. Usually a man, wife, and three or four children live in one room and use the kitchen in common with the other families in the house. The standard of cleanliness is lower than that of an American laborer, but higher than that of a Hebrew or Mexican. About 20 houses are owned by Russians, a few free of encumbrance, others mortgaged to half of their value. These homes are used by the owners, but as many rooms as possible are rented to other Russian families.

Upon arrival the Molokani were first employed in grading camps, this being the work easiest to secure, and no knowledge of English was required. Later, they obtained employment in lumber yards, where some could earn from $2.50 to $2.90 per day of nine hours. Most of them in 1909 were thus employed, but about 75 who speak English were employed in iron works and some 50 work in rice factories, coal yards, and in junk shops. A few own meat markets and grocery stores, where the members of the race purchase all the bread, meat, and milk used by their families. As their religion requires the use of specially prepared meat and other articles of food, the Molokani must buy of their own people.

All of the Molokani women without small children work in laundries, or, in the season, in fruit canneries. The former work pays from $5 to $10 per week, the latter from $1.25 to $1.75 per day.

Women not steadily employed do washing for private families and receive from $1.50 to $1.75 per day. The unmarried girls earn from $5 to $6 per week in fruit canneries and in biscuit factories. They do not secure employment as servants because their religion forbids them to touch pork, lard, crayfish, wild game, turkeys, and many foodstuffs used by other people. When a girl reaches the age of 15 or 16 she marries, and for some years after marriage the bearing of children and household duties consume most of her time.

In regard to the progress made by the members of this sect, it may be said that although they are willing, sober, and honest, they do not like city work, do not care to learn trades, and live in the ultimate hope of securing land where they may all live together, do the work they were accustomed to in their native land, and maintain the purity of their religion. The older people are especially anxious to settle in the country, as they fear the effect of city influences upon their children. They have made several attempts to secure a suitable tract of land for farming. In 1907 some land was purchased at Ensenada, Mexico, and 100 families went there to settle. The same year 40 families went to Hawaii. Both of these ventures, however, proved unsuccessful. In 1908 about 20 families returned to Los Angeles from Ensenada, and those who had gone to Hawaii returned to San Francisco. In 1909 the Molokani endeavored to secure a 20,000-acre tract of land in San Luis Obispo County, Cal., but were unable to obtain satisfactory terms.

Owing to the fact that they consider their stay in Los Angeles as only temporary, they have not made much progress in the city and have wrought little effect upon the industries in which they have engaged. The Molokani are well liked by American laborers and mix freely with them in the lumber yards, iron works, and wherever the races are found working together. They work steadily, do not underbid, and are considered good natured by their fellow workers. The women at work in the canneries, laundries, biscuit factories, and other places of employment are as well received as the men are in their places of employment. With the exception of the Mexicans and the Italians, the Molokani are able to work with all races without friction.

The attitude of this sect toward the United States Government is a peculiar one. They do not defy the laws of the country nor do they frequently come in conflict with them, but they hold to their own customs, many of which, particularly those of marriage, do not conform to our laws. Their manner of government may be likened to a theocracy. All men over 50 years of age are elders and before this body are brought all matters relating to marriage, divorce, land purchase, and other questions of interest to the colony. Their decision is final, and all members of the colony are guided by it alone. They also serve as censors, reprimanding the members for slight offenses, and even expelling from the colony if the offense be grave enough. The Government of the United States exacts no military service, levies no heavy taxes, and allows freedom of religion, and the Molokani are content with it, but display no further interest. In this connection their attitude may be partially explained by the treatment they received in Russia, where, if one became unduly active in politics, he generally met with disfavor.

Some 15 or 20 have taken out first papers, but most of the Molokani do not speak sufficient English to obtain second papers, and their colonization also tends to prevent any mingling with other races and thus gaining a knowledge of American customs.

The Molokani have no church in Los Angeles, services being held in the houses of different families. The elders, who are supreme in temporal things, are also in control of the religious life. Their religion prevents the useof certain meats,forbids the use of alcohol and tobacco, opposes theater going, gambling, life insurance, prescribes rules of dress, and in every way controls the life of the individual.

The school attendance and educational progress of the Molokani, except among the young children, is not very promising. The children, owing to the truant officer and the principals of the two schools which Russians attend, have been forced into regular attendance at school, and their progress has been considered good, as they learn English very quickly. The efforts of the adults to learn our language have been fruitless, due no doubt to the tired condition of the men on arriving at night school and the slight degree of literacy upon which to build.

Besides the public schools, there are two private schools in the colony where the children, after school hours, are taught to read and write Russian, which most of them are able to learn in three or four months. In addition to these institutions, a Russian conducts a night school for adults.

The Molokani, owing to their religion, which prohibits the use of alcohol and forbids gambling, are free from most of the offenses which bring other races into the police court. Their breaches of the law have been of a minor nature, such as keeping children out of school and having misunderstandings with their foes, the Mexicans.

Since 1900 the influence of Asiatic immigration has been felt to a large extent in Los Angeles, so that in 1909 besides the Japanese and Chinese, two of these races, the Syrians and Armenians, had become sufficiently numerous to be noted among the racial elements of the city. The Syrians, in point of time and in numbers, are the more important of the two. In 1895 there were 4 Syrian families in Los Angeles; in 1909 the native and foreign born were estimated at 700, nearly all in families. The closing of the Chicago Exposition in 1893, where Syrian merchants were engaged in selling oriental rugs, brought the first comers to Los Angeles. These were later joined by relatives from Syria, and the race was further augmented in numbers by many peddlers who were smuggled across the Mexican border at Eagle Pass, Tex.

Like the other races of the more recent immigration, the Syrians show a tendency to colonize in a thickly settled community. Most of the population live in Sonoratown. A number of families were found in several old buildings, very much out of repair, living in one or two rooms, under wretched conditions. Others were in small cottages, also in bad repair, where they sublet rooms. Those who have stores in the old adobes have built sheds on the rear of the houses, where the cooking, eating, and sleeping of the family are done. There is little furniture in the rooms, and the surrounding yards of the houses, as well as the houses themselves, are dirty and badly kept. A small portion of the race who have been successful have homes in the residential sections of the city which are the equal of those of their American neighbors.

The Syrians may be called a race of peddlers and traders. Up to the time of the business depression in 1908 the Syrian merchants did a good business in tourist and other trade, but since then several stores have been closed, others moved to smaller quarters, and the existing stores only pay running expenses. The new arrivals of the race are invariably put to peddling goods furnished on credit by Syrian merchants. In this occupation they soon acquire the use of English and as soon as possible become shopkeepers. In the city there were in 1909 only two or three large Syrian stores, but in the Mexican quarter, where most of the race is found, there were a number of small groceries, fruit stands, and dry-goods stores owned by Syrians. Trading is also done by means of wagons loaded with cheap finery, which the Syrians sell in the country districts to Mexicans. In the city peddling from house to house is practiced, largely in the poorer quarters, and wares sold on credit to women who seldom find time to go to stores. Women as well as men follow this occupation, and even after sufficient money to retire from the business has been acquired, dislike to give up the occupation, the love of trade being so strong that the work in many cases is persisted in. Aside from peddlers and some storekeepers, one Syrian was found to follow the trade of stonecutter, and some few were tailors, but these were isolated cases. The majority of the race were engaged in trade.

The people who come in contact with the Syrian race almost universally denounce them. The business and social relations of this race are largely with the Mexicans, who probably stand lowest in the social scale of races in Los Angeles. Very few of the Syrians show any interest at all in civic affairs, and the few who have taken out naturalization papers come from those of the merchant class, who in some cases have shown so little sympathy with their compatriots as to be openly hostile to Syrians and things Syrian.

In regard to organizations of a fraternal and beneficial nature, the Syrians show no interest, only a few being found affiliated with any societies. As to religion, although they claim to be Roman Catholics, they very seldom attend church. One Syrian woman employed by the Baptist Church is endeavoring to teach sewing to the children, conduct kindergarten classes, and to direct a Sunday school. A college settlement and the Bethel Mission are also in the district, but no Syrians have been found to avail themselves of the privileges offered by these institutions.

In educational matters the Syrians rank very low. The principal of a Los Angeles school where over 85 per cent of the pupils are children of foreign-born fathers said that he gave the Syrians a "clean bill" for being the very worst pupils in the school, in their progress, attendance, and personal habits. In point of attendance, Syrian children caused more trouble than any of the others. The parents often keep the children from school to assist in peddling, and such cases are hard for the truant officer to reach. Then, too, the children show a low degree of mentality. In every case throughout the various grades Syrian children are older than their associates. The Syrian teacher employed by the Baptist Church finds it extremely hard to get the children to learn Syrian, as their minds are slow to grasp the rudiments of the language. The adults show no inclination to attend any of the night schools where they might learn English. Their attitude toward the whole subject of education is one of complete indifference.

The advent of the Armenians in Los Angeles dates from 1902, when one of the race coming from an eastern city opened a rug store. In 1909 their number was estimated at 400, including native-born children, almost all of the race living in family groups. The Armenians are not sufficiently numerous to form a colony, although about 20 families were found living on one street. The character of their housing was equal to that of the other families in the neighborhood. Their migration to Los Angeles from other States may be attributed to business openings, to the desire to join friends, and to climatic conditions.

The Armenians generally work for themselves, and, like the Syrians, many are peddlers, their wares being vegetables, fruit, and ice cream. Three have rug stores in the city, and there are some small fruit stores, cobbler shops, tailoring and cleaning establishments, and barber shops conducted by them. A few work as carpenters, and two conduct restaurants.

In educational matters Armenians, unlike the Syrians, readily avail themselves of the privileges offered. All of the children attend the public schools and many of the adults are found in the night schools. The children, unlike those of German and French parentage, are not required to remember the language of their parents, and no effort is made to teach it to them. Some of the educated Armenians have formed a library association which has gathered together a number of books in Armenian, and the collection is being enlarged as rapidly as funds permit.

Another race recently settled in Los Angeles is the Greek. Like the Syrian and Armenian immigration, the influx of Greeks has been since 1900. The census of 1890 gave 6 persons in Los Angeles coming from Greece; that of 1900, 20. From 1903 laborers from Arcadia and Sparta, Greece, came to the city, until, in 1909, the population was estimated to be between 275 and 300 persons. Of this number there were about 25 families approximating 100 people and 200 unmarried men, or men whose wives were abroad.

No tendency to colonize is shown by the Greeks in Los Angeles. The few families are scattered throughout the city and their housing conditions compare favorably with those of other persons of the same class. The unmarried and those with wives abroad usually live in groups of two or three in furnished rooms and take their meals at restaurants.

The similarity of climate between Greece and southern California and the opportunity for retailing candies, vegetables, and fruits brought the Greeks to the city. The Greek laborer came because his land was crowded, and from letters and returning immigrants he learned of the large wages to be earned here.

The Greeks of Los Angeles may be divided into two classes; those who settle and those who are "birds of passage." The first class is made up of proprietors of small candy, fruit, and grocery shops, restaurants, and bootblacking establishments, which they have succeeded in establishing, generally after two or three years of peddling. The second class are bent on returning to the mother country as soon as they have saved sufficient money. They are working as laborers in various lines, as ditch diggers, in brick and lumber yards, and in larger numbers on railroad construction work, where they are able to earn as a maximum $1.80 per day.

The Americanization of the Greek laborer has been impossible. He does not intend to remain in America, where the work is hard and the hours long; he does not care to learn the language, and as soon as he has put by a little money will return to Greece. The case of the Greek business men is different. Many of those who have succeeded in learning the English language have become fully naturalized and show an interest in civic affairs.

There are two Greek societies in Los Angeles. The Greek American Club, consisting of 100 to 125 men engaged in business, has for its aim the assistance of new arrivals of the race and the provision of a common meeting place for the Greeks of the city and adjacent districts. The Greek Benevolent Society of Los Angeles, as the name implies, is in the nature of a benefit club, paying sick benefits of $10 a week and assisting Greeks in obtaining naturalization papers. This society is becoming popular among the members of the race and in 1909 had a membership of 70.

Church services for Greeks are held in a hall in the Slavonian quarter, but a movement is on foot to build a Greek orthodox church and collections for a fund to be used for that purpose are being gathered.

There are few children of Greek parents in school, only 8 in 1908, so that but little can be said of their progress. The adults in business have learned the English language fairly well, as their success in business depends upon it, but the laborers express no desire to familiarize themselves with English speech.

With the exception of a few races, such as the Mexicans and Japanese, no classification by race is kept by the Los Angeles police courts, and it has been found impossible to record the criminal lapses of one race of foreign birth as compared with those of others.

GENERAL TABLES.

STEAM RAILWAYS: TABLES 1-48.
STREET RAILWAYS: TABLES 49-59.
METALLIFEROUS MINING AND SMELTING: TABLES 60-160.
COAL AND COKE INDUSTRY: TABLES 161-214.
LUMBER AND SHINGLE INDUSTRIES: TABLES 215-222.
OTHER INDUSTRIES: TABLES 223-236.

GENERAL TABLES.

STEAM RAILWAYS.

MAINTENANCE OF WAY.

TABLE 1.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	361
Negro	6
Indian	7
Native-born of foreign father, by country of birth of father:	
Australia	1
Canada	9
Denmark	5
England	20
France	6
Germany	21
Ireland	62
Italy	2
Mexico	30
Netherlands	2
Norway	1
Russia	2
Scotland	8
Sweden	3
Switzerland	2
Wales	1
Total	175
Total native-born	549
Foreign-born, by race:	
Bohemian and Moravian	8
Bosnian	11
Bulgarian	66
Canadian, French	1
Canadian, Other	40
Chinese	9
Croatian	46
Dalmatian	6
Danish	17
Dutch	6
East Indian	3
English	61
Finnish	17
French	21
German	71
Greek	1,135
Hebrew (other than Russian)	1
Herzegovinian	15
Icelander	7
Irish	176
Italian, North	721
Italian, South	462
Japanese	989
Korean	74
Lithuanian	2
Magyar	4
Mexican	2,514
Montenegrin	20
Norwegian	52
Polish	18
Portuguese	16
Roumanian	1
Russian	24
Scotch	22
Servian	7
Slovak	4
Slovenian	14
Spanish	8
Swedish	68
Syrian	9
Turkish	19
Welsh	4
West Indian (other than Cuban)	1
Australian (race not specified)	4
Austrian (race not specified)	147
Belgian (race not specified)	3
Swiss (race not specified)	3
Total foreign-born	6,927
Grand total	7,476

TABLE 2.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	8			1		2	1			4
Bosnian	11		1	3	2	1	2	1		1
Bulgarian	66	1	38	20	4	1	1	1		
Canadian, French	1									1
Canadian, Other	39	2		3	1		4	7	4	18
Chinese	9									9
Croatian	46			14	13	5	13		1	
Dalmatian	6			1	4				1	
Danish	16			1			1	1	3	10
Dutch	6					1		3	1	1
East Indian	3			3						
English	59	5	2	2	4	2	14	2	4	24
Finnish	17	1	2	1	1	2	3	2	1	4
French	21		1	3		1	2	1	4	9
German	71	1	4	1	1	2	7	6	8	41
Greek	1,126	27	192	334	224	126	215	6	1	1
Hebrew (other than Russian)	1									1
Herzegovinian	15			4	9		2			
Icelander	7			1			2		1	3
Irish	173	6	4	8	6	3	11	11	14	110
Italian, North	714	10	30	200	154	81	182	29	11	17
Italian, South	460	24	24	103	94	46	116	22	19	12
Japanese	987	1	41	140	247	163	330	60	3	2
Korean	74				20	44	8			2
Lithuanian	2				1				1	
Magyar	4					2	1	1		
Mexican	2,487	661	375	341	235	166	426	141	70	72
Montenegrin	19	1	1	9	7					1
Norwegian	52	2	6	8	3		9	2	4	18
Polish	16	1	1		5	2	4		2	1
Portuguese	16			2			1		2	11
Roumanian	1						1			
Russian	24	2	2	10	2	1	2	2	1	2
Scotch	22	2		1		1	2	3	1	12
Servian	6			1			5			
Slovak	3				3					
Slovenian	14			6	5	1	1		1	
Spanish	8		1	2	1	1	3			
Swedish	67			4			5	3	19	36
Syrian	9				3	2	4			
Turkish	19		2	13	3	1				
Welsh	4		1				1			2
West Indian (other than Cuban)	1							1		
Australian (race not specified)	4		4							
Austrian (race not specified)	147	1	11	59	39	15	19	1		2
Belgian (race not specified)	2									2
Swiss (race not specified)	3							1		2
Total	6,866	748	743	1,299	1,091	672	1,398	307	177	431

TABLE 3.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	2	.....	.....	.....	.....	.....	1	1	2	.....	1	1	2
Bosnian	4	2	.....	.....	2	1	1	.....	2	3	1	.....	4
Bulgarian	2	1	.....	.....	1	1	.....	.....	1	2	.....	.....	2
Canadian (other than French)	17	1	.....	1	2	6	3	6	15	7	3	7	17
Croatian	6	6	.....	.....	6	.....	.....	.....	.....	6	.....	.....	6
Dalmatian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Danish	6	.....	.....	.....	.....	1	.....	5	6	1	.....	5	6
Dutch	4	.....	.....	.....	.....	1	.....	3	4	1	.....	3	4
English	27	8	1	2	11	6	1	9	16	14	2	11	27
Finnish	6	1	1	.....	2	1	2	1	4	2	3	1	6
French	9	1	.....	.....	1	2	1	5	8	3	1	5	9
German	36	4	2	.....	6	5	2	23	30	9	4	23	36
Greek	125	115	4	.....	119	5	1	.....	6	120	5	.....	125
Hebrew (other than Russian)	1	.....	.....	.....	.....	1	.....	.....	1	1	.....	.....	1
Icelander	3	1	1	.....	2	1	.....	.....	1	2	1	.....	3
Irish	54	3	2	2	7	8	3	36	47	11	5	38	54
Italian, North	138	86	12	2	100	24	9	5	38	110	21	7	138
Italian, South	106	66	3	.....	69	25	8	4	37	91	11	4	106
Magyar	2	1	.....	.....	1	.....	.....	1	1	1	.....	1	2
Mexican	368	245	1	2	248	115	4	1	120	360	5	3	368
Norwegian	14	3	3	.....	6	1	1	6	8	4	4	6	14
Polish	6	2	1	.....	3	1	1	1	3	3	2	1	6
Portuguese	7	1	.....	.....	1	2	2	2	6	3	2	2	7
Russian	4	1	1	.....	2	.....	2	.....	2	1	3	.....	4
Scotch	8	1	.....	.....	1	3	1	3	7	4	1	3	8
Servian	5	4	1	.....	5	.....	.....	.....	.....	4	1	.....	5
Slovenian	2	1	.....	.....	1	1	.....	.....	1	2	.....	.....	2
Spanish	3	2	1	.....	3	.....	.....	.....	.....	2	1	.....	3
Swedish	24	.....	2	.....	2	4	6	12	22	4	8	12	24
Syrian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Welsh	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Austrian (race not specified)	13	13	.....	.....	13	.....	.....	.....	.....	13	.....	.....	13
Swiss (race not specified)	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	1
Total	1,006	571	36	9	616	215	50	125	390	786	86	134	1,006

TABLE 4.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	360	30			30	74	26	2	102	59	44	7	110	49	52	17	118	212	122	26	360
Negro	6					1			1	1	1		2	3			3	5	1		6
Indian	7	1			1		1		1		3		3		2		2	1	6		7
Native-born of foreign father, by country of birth of father:																					
Australia	1		1		1														1		1
Canada	9					3	2		5					2	2		4	5	4		9
Denmark	5	1			1		1		1	1	1		2		1		1	2	3		5
England	20	2			2	4	1		5		4	1	5	4	4		8	10	9	1	20
France	6	2			2	1			1						3		3	3	3		6
Germany	21	4			4	6	3		9	2	1	1	4	3		1	4	15	4	2	21
Ireland	62	4			4	10	1		11	16	3	2	21	15	8	3	26	45	12	5	62
Italy	2	1			1						1		1					1	1		2
Mexico	30	2	1		3	9	7		16	2	9		11					13	17		30
Netherlands	2	1			1										1		1	1	1		2
Norway	1										1		1						1		1
Russia	1					1			1									1			1
Scotland	8	1			1	1			1	1		1	2	2	2		4	5	2	1	8
Sweden	3	1			1					1		1	2					2		1	3
Switzerland	2	1			1									1			1	2			2
Wales	1	1			1													1			1
Total	174	21	2		23	35	15		50	23	20	6	49	27	21	4	52	106	58	10	174
Total native-born	547	52	2		54	110	42	2	154	83	68	13	164	79	75	21	175	324	187	36	547
Foreign-born, by race:																					
Bohemian and Moravian	8					3			3	1			1	4			4	8			8
Bosnian	11	1			1	5			5	2	2		4		1		1	8	3		11
Bulgarian	65	2			2	15	15		30	2	26	1	29	1	3		4	20	44	1	65
Canadian, French	1													1			1	1			1
Canadian, Other	40					9			9	14			14	11	3	3	17	34	3	3	40

Chinese	9									1			1	6	2		8	7	2		9
Croatian	46	4			4	26	7		33	1	5	1	7		2		2	31	14	1	46
Dalmatian	6					1			1		3		3	1	1		2	2	4		6
Danish	17					2	1		3	3	2		5	6	3		9	11	6		17
Dutch	6	1			1					3			3		1	1	2	4	1	1	6
East Indian	3					1	1		2						1		1	1	2		3
English	61					14	4		18	13	6		19	14	8	2	24	41	18	2	61
Finnish	17					7	1		8	3		1	4	5			5	15	1	1	17
French	21	2			2	6	1		7	3	1		4	5	3		8	16	5		21
German	71	2			2	7	1		8	12	8	1	21	25	11	4	40	46	20	5	71
Greek	1,055	118			118	502	55	3	560	108	198	4	310	1	63	3	67	729	316	10	1,055
Hebrew (other than Russian)	1														1		1		1		1
Herzegovinian	15	1			1	8			8	2	4		6					11	4		15
Icelander	7					1	1		2			1	1		4		4	1	5	1	7
Irish	175	1			1	26			26	47	8	1	56	63	24	5	92	137	32	6	175
Italian, North	697	98	1		99	282	44	3	329	40	157	2	199	8	58	4	70	428	260	9	697
Italian, South	455	46			46	171	36		207	44	107	3	154	4	40	4	48	265	183	7	455
Japanese	984	35			35	388	54	3	445	147	298	6	451	1	51	1	53	571	403	10	984
Korean	74	4			4	18	16		34	8	22	2	32		4		4	30	42	2	74
Lithuanian	2	1			1						1		1					1	1		2
Magyar	4											1	1	2	1		3	2	1	1	4
Mexican	2,507	159	10		169	714	540	16	1,270	223	624	29	876	35	150	7	192	1,131	1,324	52	2,507
Montenegrin	20	2			2	11			11	1	6		7					14	6		20
Norwegian	52	4			4	18	5		23	7	5		12	3	8	2	13	32	18	2	52
Polish	18					6	2		8	3	6		9			1	1	9	8	1	18
Portuguese	16									2	8		10	1	5		6	3	13		16
Roumanian	1					1			1									1			1
Russian	24					4	3		7	6	8		14	3			3	13	11		24
Scotch	22					2			2	8	5		13	5	1	1	7	15	6	1	22
Servian	7					2			2	3	2		5					5	2		7
Slovak	4					2	1		3	1			1					3	1		4
Slovenian	14					7	1		8	3	1		4	1	1		2	11	3		14
Spanish	8					3	1		4	3	1		4					6	2		8
Swedish	68	3			3	4	1		5	27	11	1	39	12	7	2	21	46	19	3	68
Syrian	9					6	2		8		1		1					6	3		9
Turkish	19					8	1		9	5	4		9	1			1	14	5		19
Welsh	4					1			1	1			1	2			2	4			4
West Indian (other than Cuban)	1					1			1									1			1
Australian (race not specified)	4	1			1	1			1					1	1		2	3	1		4
Austrian (race not specified)	146	22			22	69	10		79	5	26		31	2	11	1	14	98	47	1	146
Belgian (race not specified)	2									1	1		2					1	1		2
Swiss (race not specified)	3									2			2	1			1	3			3
Total foreign-born	6,800	507	11	......	518	2,352	804	25	3,181	755	1,557	54	2,366	225	469	41	735	3,839	2,841	120	6,800
Grand total	7,347	559	13	......	572	2,462	846	27	3,335	838	1,625	67	2,530	304	544	63	910	4,163	3,028	156	7,347

TABLE 5.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bosnian	3	1	2
Bulgarian	24		24
Canadian (other than French)	3	3	
Chinese	2		2
Croatian	14	1	13
Dalmatian	4		4
Danish	6	6	
Dutch	1	1	
East Indian	2		2
English	18	17	1
Finnish	1		1
French	5	3	2
German	19	17	2
Greek	303	8	295
Hebrew (other than Russian)	1	1	
Herzegovinian	4		4
Icelander	5	5	
Irish	32	30	2
Italian, North	252	213	39
Italian, South	172	25	147
Japanese	389	6	383
Korean	42		42
Lithuanian	1		1
Magyar	1		1
Mexican	1,324	770	554
Montenegrin	6		6
Norwegian	17	17	
Polish	8	3	5
Portuguese	12	11	1
Russian	11	8	3
Scotch	6	6	
Servian	2		2
Slovak	1		1
Slovenian	3		3
Spanish	2		2
Swedish	19	19	
Syrian	3	1	2
Turkish	5		5
Australian (race not specified)	1		1
Austrian (race not specified)	47	1	46
Belgian (race not specified)	1	1	
Total	2,772	1,174	1,598

TABLE 6.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day. Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and over.
Native-born of native father:								
White	284		19	14	210	16	25	
Negro	6				5	1		
Indian	7		4	3				
Native-born of foreign father, by country of birth of father:								
Australia	1						1	
Canada	8				7	1		
Denmark	2				2			
England	17				16		1	
France	5				4		1	

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 6.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.						
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and over.
Native-born of foreign farther by country of birth of farther—Con.								
Germany	15	......	......	1	12	......	2	......
Ireland	53	......	......	2	34	9	8	......
Italy	2	......	......	1	1	......	......	......
Mexico	28	......	22	3	1	2	......	......
Netherlands	1	......	......	......	1	......	......	......
Russia	1	......	......	......	1	......	......	......
Scotland	5	......	......	1	4	......	......	......
Sweden	2	......	......	......	2	......	......	......
Switzerland	2	......	......	......	1	1	......	......
Wales	1	......	......	......	1	......	......	......
Total	143	......	22	8	87	13	13	......
Total native-born	440	......	45	25	302	30	38	......
Foreign-born, by race:								
Bohemian and Moravian	8	......	......	1	7	......	......	......
Bosnian	11	......	......	......	11	......	......	......
Bulgarian	65	......	......	29	36	......	......	......
Canadian, French	1	......	......	......	......	......	1	......
Canadian, Other	29	......	......	......	24	3	2	......
Chinese	9	......	3	6	......	......	......	......
Croatian	46	......	......	2	43	......	1	......
Dalmatian	6	......	......	6	......	......	......	......
Danish	13	......	......	2	10	......	1	......
Dutch	5	......	......	1	4	......	......	......
East Indian	3	......	......	1	2	......	......	......
English	56	......	......	3	45	......	8	......
Finnish	17	......	......	......	15	1	1	......
French	20	......	1	......	15	1	3	......
German	62	......	......	......	53	1	8	......
Greek	1,105	......	......	91	898	87	29	......
Hebrew (other than Russian)	1	......	......	1	......	......	......	......
Herzegovinian	15	......	......	1	14	......	......	......
Icelander	7	......	......	......	7	......	......	......
Irish	153	......	......	4	114	15	20	......
Italian, North	660	......	5	374	177	26	78	......
Italian, South	430	......	3	241	118	27	41	......
Japanese	975	4	181	785	4	......	1	......
Korean	74	......	......	74	......	......	......	......
Lithuanian	1	......	1	......	......	......	......	......
Magyar	4	......	......	......	4	......	......	......
Mexican	2,455	1	2,111	210	50	70	13	......
Montenegrin	20	......	......	5	15	......	......	......
Norwegian	40	......	......	1	38	1	......	......
Polish	18	......	......	1	17	......	......	......
Portuguese	11	......	......	......	7	......	4	......
Roumanian	1	......	......	......	1	......	......	......
Russian	23	......	......	......	22	......	1	......
Scotch	11	......	......	......	10	1	......	......
Servian	6	......	......	1	5	......	......	......
Slovak	4	......	......	......	4	......	......	......
Slovenian	14	......	......	......	14	......	......	......
Spanish	4	......	1	......	2	......	1	......
Swedish	46	......	......	3	32	1	10	......
Syrian	9	......	......	......	9	......	......	......
Turkish	19	......	......	4	15	......	......	......
Welsh	3	......	......	......	3	......	......	......
West Indian (other than Cuban)	1	......	......	......	1	......	......	......
Australian (race not specified)	4	......	......	......	4	......	......	......
Austrian (race not specified)	144	......	......	63	60	18	3	......
Belgian (race not specified)	1	......	......	......	1	......	......	......
Swiss (race not specified)	3	......	......	......	3	......	......	......
Total foreign-born	6,613	5	2,306	1,910	1,914	252	226	......
Grand total	7,053	5	2,351	1,935	2,216	282	264	......

TABLE 7.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	7	......	1	2	4	......	......	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Denmark	1	......	......	......	1	......	......	......	......	......	......
England	1	......	......	......	1	......	......	......	......	......	......
France	1	......	......	......	1	......	......	......	......	......	......
Germany	2	......	......	......	2	......	......	......	......	......	......
Ireland	2	......	......	......	2	......	......	......	......	......	......
Mexico	1	......	......	1	......	......	......	......	......	......	......
Netherlands	1	......	......	......	1	......	......	......	......	......	......
Russia	1	......	......	......	1	......	......	......	......	......	......
Total	10	......	......	1	9	......	......	......	......	......	......
Total native-born	17	......	1	3	13	......	......	......	......	......	......
Foreign-born, by race:											
German	1	......	......	......	1	......	......	......	......	......	......
Greek	10	......	1	......	9	......	......	......	......	......	......
Italian, North	17	......	......	15	......	......	2	......	......	......	......
Italian, South	11	......	1	6	4	......	......	......	......	......	......
Lithuanian	1	......	......	......	1	......	......	......	......	......	......
Japanese	5	......	1	4	......	......	......	......	......	......	......
Mexican	26	......	24	1	......	1	......	......	......	......	......
Austrian (race not specified)	3	......	......	3	......	......	......	......	......	......	......
Total foreign-born	74	......	27	29	15	1	2	......	......	......	......
Grand total	91	......	28	32	28	1	2	......	......	......	......

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 8.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	353	341	340
Negro	6	5	5
Indian	4	2	1
Native-born of foreign father, by country of birth of father:			
Australia	1	1	1
Canada	9	9	9
Denmark	5	5	5
England	20	20	20
France	6	6	6
Germany	20	20	20
Ireland	59	59	59
Italy	2	2	2
Mexico	30	17	16
Netherlands	2	2	2
Norway	1	1	1
Russia	2	2	2
Scotland	7	7	7
Sweden	3	3	3
Switzerland	2	2	2
Wales	1	1	1
Total	170	157	156
Total native-born	533	505	502

Table 8.—*Literacy of male employees, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Foreign-born, by race:			
Bohemian and Moravian	8	8	8
Bosnian	11	10	10
Bulgarian	66	60	60
Canadian, French	1	1	1
Canadian, Other	40	39	37
Chinese	9	9	9
Croatian	46	36	35
Dalmatian	6	2	2
Danish	17	17	17
Dutch	6	5	5
East Indian	3	3	3
English	61	59	59
Finnish	16	16	16
French	21	19	18
German	71	70	70
Greek	1,127	930	923
Hebrew (other than Russian)	1	1	1
Herzegovinian	15	12	12
Icelander	7	7	7
Irish	174	163	160
Italian, North	714	592	587
Italian, South	456	307	303
Japanese	982	966	965
Korean	73	55	55
Lithuanian	2	1	1
Magyar	4	4	4
Mexican	2,508	1,101	1,053
Montenegrin	20	17	17
Norwegian	52	52	52
Polish	17	11	10
Portuguese	16	10	10
Roumanian	1	1	1
Russian	24	18	18
Scotch	20	20	20
Servian	7	5	5
Slovak	4	3	3
Slovenian	14	10	10
Spanish	8	8	8
Swedish	68	68	67
Syrian	9	6	6
Turkish	19	12	12
Welsh	4	4	4
West Indian (other than Cuban)	1	1	1
Australian (race not specified)	4	4	4
Austrian (race not specified)	147	106	106
Belgian (race not specified)	2	2	2
Swiss (race not specified)	6	3	3
Total foreign-born	6,885	4,854	4,779
Grand total	7,418	5,359	5,281

CONSTRUCTION WORK.

Table 9.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	225
Negro	12
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	1
Azores	1
Canada	8
China	2
Denmark	2
England	13
France	4
Germany	30
Ireland	67
Italy	2
Mexico	2
Netherlands	1
Norway	2
Scotland	10
Sweden	4
Switzerland	1
Turkey	1
Wales	3
Total	154
Total native-born	391
Foreign-born, by race:	
Arabian	1
Bohemian and Moravian	1
Bosnian	29
Bulgarian	3
Canadian (other than French)	14
Chinese	1
Croatian	219
Foreign-born, by race—Continued.	
Cuban	1
Dalmatian	17
Dutch	1
English	27
Finnish	3
French	10
German	22
Greek	516
Herzegovinian	25
Irish	127
Italian, North	130
Italian, South	67
Japanese	18
Lithuanian	1
Macedonian	21
Mexican	15
Montenegrin	6
Norwegian	4
Polish	1
Portuguese	9
Russian	12
Scotch	8
Servian	4
Slovak	1
Slovenian	8
Spanish	65
Swedish	26
Turkish	44
South American (race not specified)	1
Total foreign-born	1,458
Grand total	1,849

Table 10.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Arabian	1			1						
Bohemian and Moravian	1							1		
Bosnian	29	10	13	2		1	3			
Bulgarian	3				2	1				
Canadian (other than French)	14	1			1	1	2		1	8
Chinese	1							1		
Croatian	219	4	47	49	36	27	55		1	
Cuban	1				1					
Dalmatian	17		12	2		1	2			
Dutch	1			1						
English	27		1	1	6	1	3	3	2	10
Finnish	3	1					1		1	
French	10		1		2	2	1	1	1	2
German	22		1	3		1	1	1	3	12
Greek	516	10	101	170	71	90	69	3	2	

TABLE 10.—*Number of foreign-born male employees in the United States each specified number of years, by race*—Continued.

Race.	Number reporting complete date.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Herzegovinian	25	3	10	7	3	...	2	...	...	...
Irish	127	1	5	4	1	2	15	11	13	75
Italian, North	130	6	39	27	13	15	19	8	1	2
Italian, South	67	...	25	15	5	6	8	3	5	...
Japanese	18	1	...	4	7	4	2	...	...	...
Lithuanian	1	...	...	...	...	...	...	...	1	...
Macedonian	21	1	7	8	5	...	...	...	...	...
Mexican	15	...	...	6	3	1	3	1	1	...
Montenegrin	6	...	3	2	1	...	...	...	...	...
Norwegian	4	...	...	...	...	1	1	...	...	2
Polish	1	...	...	...	...	...	...	...	1	...
Portuguese	9	...	2	...	...	...	...	2	1	4
Russian	12	4	7	...	...	...	1	...	...	...
Scotch	8	...	...	1	...	...	4	...	...	3
Servian	4	1	2	...	...	...	1	...	...	...
Slovak	1	...	...	...	...	...	...	...	...	1
Slovenian	8	2	1	...	1	...	3	1	...	...
Spanish	65	1	42	12	5	...	3	1	1	...
Swedish	26	...	...	...	1	1	2	1	6	15
Turkish	44	...	8	31	3	1	1	...	...	...
South American (race not specified)	1	...	1	...	...	...	...	...	...	...
Total	1,458	46	388	346	167	96	202	38	41	134

TABLE 11.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

Race.	Total number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	1	...	...	...	...	...	1	...	1	...	1	...	1
Bosnian	2	2	...	...	2	...	...	...	...	2	...	...	2
Canadian (other than French)	2	1	...	...	1	...	...	1	1	1	...	1	2
Croatian	19	17	2	...	19	...	...	...	...	17	2	...	19
Dalmatian	2	2	...	...	2	...	...	...	...	2	...	...	2
English	7	2	...	...	2	...	1	4	5	2	1	4	7
Finnish	2	...	1	...	1	...	1	...	1	...	2	...	2
French	3	1	...	...	1	1	1	...	2	2	1	...	3
German	7	...	...	1	1	...	1	5	6	...	1	6	7
Greek	47	40	4	...	44	2	...	1	3	42	4	1	47
Irish	47	3	4	6	13	3	3	28	34	6	7	34	47
Italian, North	22	13	1	...	14	4	1	3	8	17	2	3	22
Italian, South	8	5	...	...	5	2	...	1	3	7	...	1	8
Lithuanian	1	...	...	...	...	...	...	1	1	...	...	1	1
Mexican	3	3	...	...	3	...	...	...	...	3	...	...	3
Norwegian	1	...	...	...	...	...	...	1	1	...	...	1	1
Polish	1	...	...	...	...	1	...	...	1	1	...	...	1
Portuguese	2	...	...	...	...	1	...	1	2	1	...	1	2
Scotch	4	1	2	...	3	...	...	1	1	1	2	1	4
Slovak	1	...	...	...	...	...	...	1	1	...	...	1	1
Slovenian	3	2	...	...	2	1	...	...	1	3	...	...	3
Spanish	5	3	...	...	3	2	...	...	2	5	...	...	5
Swedish	6	...	...	...	...	...	2	4	6	...	2	4	6
Turkish	1	1	...	...	1	...	...	...	...	1	...	...	1
Total	197	96	14	7	117	17	11	52	80	113	25	59	197

TABLE 12.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	225	10			10	62	20		82	45	43	3	91	15	19	8	42	132	82	11	225
Negro	12	1			1	5			5	6			6					12			12
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	1										1		1						1		1
Azores	1	1			1													1			1
Canada	8					1			1	5	1		6	1			1	7	1		8
China	2					1	1		2									1	1		2
Denmark	2					1			1	1			1					2			2
England	13	2			2	4			4	4	1		5	2			2	12	1		13
France	4					1			1	1	1		2			1	1	2	1	1	4
Germany	28	2			2	6	1		7	4	6	2	12	5	1	1	7	17	8	3	28
Ireland	67	2			2	15			15	21	10	1	32	17	1		18	55	11	1	67
Italy	2	1			1	1			1									2			2
Mexico	2					1			1			1	1					1		1	2
Netherlands	1													1			1	1			1
Norway	2	1			1	1			1									2			2
Scotland	10					3			3	2	2	1	5	1	1		2	6	3	1	10
Sweden	4	1			1	1	1		2	1			1					3	1		4
Switzerland	1									1			1					1			1
Turkey	1									1			1					1			1
Wales	3											1	1	2			2	2		1	3
Total	152	10			10	36	3		39	41	22	6	69	29	3	2	34	116	28	8	152
Total native-born	389	21			21	103	23		126	92	65	9	166	44	22	10	76	260	110	19	389
Foreign-born, by race:																					
Arabian	1					1			1									1			1
Bohemian and Moravian	1									1			1					1			1
Bosnian	29	5			5	11	5		16		7		7		1		1	16	13		29
Bulgarian	3									1	1	1	3					1	1	1	3
Canadian (other than French)	14					4	1	1	6	1	4		5		1	2	3	5	6	3	14

Chinese	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Croatian	217	58	2	......	60	64	26	......	90	2	43	......	45	......	19	3	22	124	90	3	217
Cuban	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Dalmatian	17	2	......	......	2	4	3	......	7	......	5	......	5	......	3	......	3	6	11	......	17
Dutch	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
English	27	1	......	......	1	4	1	......	5	7	6	2	15	2	1	3	6	14	8	5	27
Finnish	3	......	......	......	......	1	......	......	1	2	......	......	2	......	......	......	......	3	......	......	3
French	10	1	......	......	1	3	......	......	3	2	2	......	4	2	......	......	2	8	2	......	10
German	22	......	......	......	......	3	1	......	4	8	1	......	9	5	3	1	9	10	5	1	22
Greek	512	60	1	......	61	201	40	1	242	36	132	6	174	......	33	2	35	297	206	9	512
Herzegovinian	25	5	......	......	5	11	2	......	13	2	4	......	6	......	1	......	1	18	7	......	25
Irish	124	......	......	......	......	20	......	......	20	36	13	1	50	40	2	12	54	96	15	13	124
Italian, North	130	15	......	......	15	41	13	......	54	11	40	......	51	2	7	1	10	69	60	1	130
Italian, South	67	7	......	......	7	14	13	......	27	6	21	1	28	1	3	1	5	28	37	2	67
Japanese	18	1	......	......	1	8	1	......	9	1	7	......	8	......	......	......	......	10	8	......	18
Lithuanian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Macedonian	21	2	......	......	2	4	6	......	10	......	9	......	9	......	......	......	......	6	15	......	21
Mexican	15	1	......	......	1	7	2	......	9	2	2	......	4	......	......	1	1	10	4	1	15
Montenegrin	6	2	......	......	2	2	1	......	3	......	1	......	1	......	......	......	......	4	2	......	6
Norwegian	4	......	......	......	......	2	......	......	2	......	......	......	......	1	1	......	2	3	1	......	4
Polish	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Portuguese	9	......	1	......	1	3	......	......	3	1	1	......	2	1	2	......	3	5	4	......	9
Russian	12	......	......	......	......	1	5	......	6	1	5	......	6	......	......	......	......	2	10	......	12
Scotch	7	......	......	......	......	2	......	......	2	......	......	......	......	3	2	......	5	5	2	......	7
Servian	4	1	......	......	1	3	......	......	3	......	......	......	......	......	......	......	......	4	......	......	4
Slovak	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Slovenian	8	1	......	......	1	1	......	......	1	1	2	2	5	1	......	......	1	4	2	2	8
Spanish	65	7	......	......	7	10	10	1	21	7	25	......	32	......	4	1	5	24	39	2	65
Swedish	26	......	......	......	......	4	......	......	4	8	4	......	12	4	2	4	10	16	6	4	26
Turkish	44	4	......	......	4	15	6	......	21	6	11	......	17	......	2	......	2	25	19	......	44
South American (race not specified)	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Total foreign-born	1,448	173	4	......	177	445	136	3	584	145	348	13	506	62	88	31	181	825	576	47	1,448
Grand total	1,837	194	4	......	198	548	159	3	710	237	413	22	672	106	110	41	257	1,085	686	66	1,837

Table 13.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bosnian	13		13
Bulgarian	1		1
Canadian (other than French)	6	5	1
Chinese	1		1
Croatian	90	7	83
Dalmatian	11		11
English	8	8	
French	2	1	1
German	5	4	1
Greek	188	4	184
Herzegovinian	7		7
Irish	15	13	2
Italian, North	59	22	37
Italian, South	37	8	29
Japanese	8		8
Macedonian	15		15
Mexican	4	2	2
Montenegrin	2		2
Norwegian	1	1	
Portuguese	4	3	1
Russian	10		10
Scotch	2	1	1
Slovak	1	1	
Slovenian	2		2
Spanish	39		39
Swedish	6	6	
Turkish	19	1	18
South American (race not specified)	1		1
Total	557	87	470

Table 14.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day. Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	134				6		34	34	16	35	9
Negro	12		1				10	1			
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1									1	
Azores	1					1					
Canada	5						1	1	2	1	
England	9				1		2	2		3	1
Germany	23				1		3	3	3	10	3
Ireland	52			1	9		19	7	7	5	4
Italy	2				1			1			
Mexico	2						2				
Netherlands	1									1	
Norway	1							1			
Scotland	8				1		1		2	4	
Sweden	2						1			1	
Switzerland	1						1				
Turkey	1						1				
Wales	2						1	1			
Total	111			1	13	1	32	16	14	26	8
Total native-born	257		1	1	19	1	76	51	30	61	17

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 14.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Arabian	1						1				
Bosnian	26				8	16	1	1			
Bulgarian	3					1	2				
Canadian (other than French)	6						1	1	1	2	1
Croatian	204				154	22	28				
Cuban	1						1				
Dalmatian	17				5	8	3	1			
Dutch	1					1					
English	14				6		3	3	1	1	
Finnish	3						2		1		
French	7				1		5		1		
German	18				5		5	3	4		1
Greek	487				96	283	100	5	3		
Herzegovinian	25			1	12	4	7	1			
Irish	113			1	50	2	43	7	5	4	1
Italian, North	120				37	6	61	9	4	3	
Italian, South	65				7	4	51	2		1	
Japanese	16				16						
Lithuanian	1						1				
Macedonian	21					15	6				
Mexican	15						14	1			
Montenegrin	5				2	3					
Norwegian	4							1	2		1
Polish	1						1				
Portuguese	7				1	5		1			
Russian	12						11	1			
Scotch	6				3		2		1		
Servian	4				2	1		1			
Slovak	1				1						
Slovenian	8				6		1	1			
Spanish	63				1	18	38	3	3		
Swedish	21				4	1	3	2	8	2	1
Turkish	44				3	39	2				
South American (race not specified)	1				1						
Total foreign-born	1,341			2	421	429	393	44	34	13	5
Grand total	1,596		1	3	440	430	469	95	64	74	23

TABLE 15.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	3				1		1	1			
Native-born of foreign father, by country of birth of father:											
Germany	2					2					
Ireland	1						1				
Sweden	1				1						
Total	4				1	2	1				
Total native-born	7				2	2	2	1			
Foreign-born, by race:											
Bosnian	3				3						
Croatian	15			3	12						
Greek	15			2	4	6	3				
Italian, North	5				1		3	1			
Italian, South	1						1				
Montenegrin	1				1						
Spanish	2						2				
Total foreign-born	42			5	21	6	9	1			
Grand total	49			5	23	8	11	2			

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 16.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	225	225	225
Negro	12	12	12
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Azores	1	1	1
Canada	8	8	8
China	2	2	2
Denmark	2	2	2
England	13	13	13
France	4	4	4
Germany	30	30	30
Ireland	67	67	67
Italy	2	2	2
Mexico	2	1	1
Netherlands	1	1	1
Norway	2	2	2
Scotland	10	10	10
Sweden	4	4	4
Switzerland	1	1	1
Turkey	1	1	1
Wales	3	3	3
Total	154	153	153
Total native-born	391	390	390

TABLE 16.—*Literacy of male employees, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Foreign-born, by race:			
Arabian	1	....	....
Bohemian and Moravian	1	1	1
Bosnian	29	6	6
Bulgarian	3	3	3
Canadian (other than French)	14	14	14
Chinese	1	1	1
Croatian	219	110	109
Cuban	1	1	1
Dalmatian	17	12	12
Dutch	1	1	1
English	27	27	27
Finnish	3	3	3
French	10	10	10
German	22	22	22
Greek	516	435	431
Herzegovinian	25	10	10
Irish	127	124	121
Italian, North	130	122	122
Italian, South	67	61	61
Japanese	18	17	17
Lithuanian	1	1	1
Macedonian	21	21	21
Mexican	15	11	11
Montenegrin	6	6	6
Norwegian	4	4	4
Polish	1	1	1
Portuguese	9	4	4
Russian	12	8	7
Scotch	8	8	8
Servian	4	4	4
Slovak	1	....	....
Slovenian	8	6	6
Spanish	65	45	44
Swedish	26	26	26
Turkish	44	37	37
South American (race not specified)	1	....	....
Total foreign-born	1,458	1,162	1,152
Grand total	1,849	1,552	1,542

RAILWAY SHOPS.

Table 17.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	3,654
Negro	61
Indian	14
Native-born of foreign father, by country of birth of father:	
Australia	8
Austria-Hungary	17
Azores	2
Belgium	3
Brazil	1
Canada	157
Chile	1
China	3
Cuba	1
Denmark	41
England	434
Finland	3
France	47
Germany	573
Greece	2
Ireland	527
Italy	31
Japan	1
Mexico	61
Netherlands	14
Norway	31
Panama	1
Peru	1
Portugal	30
Russia	5
Scotland	121
Spain	7
Sweden	79
Switzerland	36
Trinidad Island	1
Wales	39
Africa (country not specified)	1
Total	2,279
Total native-born	6,008
Foreign-born, by race:	
Armenian	2
Bohemian and Moravian	24
Bosnian	2
Bulgarian	4
Canadian, French	23
Canadian, Other	260
Foreign-born, by race—Continued.	
Chinese	58
Croatian	21
Cuban	1
Dalmatian	182
Danish	107
Dutch	49
East Indian	2
English	567
Finnish	31
Flemish	3
French	37
German	498
Greek	219
Hebrew, Russian	1
Hebrew, Other	2
Herzegovinian	4
Irish	396
Italian, North	235
Italian, South	189
Japanese	608
Korean	3
Lithuanian	4
Magyar	49
Mexican	509
Montenegrin	8
Negro	2
Norwegian	163
Polish	34
Portuguese	136
Roumanian	2
Russian	29
Ruthenian	1
Scotch	171
Scotch-Irish	11
Servian	6
Slovak	3
Slovenian	30
Spanish	13
Swedish	257
Syrian	2
Turkish	2
Welsh	24
West Indian (other than Cuban)	1
Austrian (race not specified)	2
Swiss (race not specified)	3
Total foreign-born	4,990
Grand total	10,998

TABLE 18.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Armenian	1							1		
Bohemian and Moravian	24			1	1	2	9	1	2	8
Bosnian	2			1		1				
Bulgarian	4			1	1		2			
Canadian, French	22	1					2	1	3	15
Canadian, Other	256	3	3	3	9	3	26	24	26	159
Chinese	58						1		3	54
Croatian	21		1	3	6	1	7	1	2	
Cuban	1	1								
Dalmatian	182	2	13	52	28	17	54	11		5
Danish	107		2	4	2	4	16	4	21	54
Dutch	49	2		10	4	11	7	4	3	8
East Indian	1				1					
English	559	11	18	37	23	13	55	27	47	328
Finnish	31			3	2		16	2	4	4
Flemish	3						1	1	1	
French	36		1	1	1		8	4	9	12
German	496	6	8	15	15	15	68	20	50	299
Greek	217		13	44	55	36	66	1		2
Hebrew, Russian	1								1	
Hebrew, Other	2		1		1					
Herzegovinian	4			1			2			1
Irish	390	8	7	24	11	16	64	37	30	193
Italian, North	234	2	11	27	26	18	73	25	24	28
Italian, South	189	1	13	22	16	13	84	15	18	7
Japanese	605	4	29	93	147	121	171	37	2	1
Korean	3						3			
Lithuanian	4	1			1		1		1	
Magyar	49	1	4	6	5	2	27	1		3
Mexican	499	45	30	66	59	44	128	53	31	43
Montenegrin	8		1	3	3		1			
Negro	1									1
Norwegian	161	5	4	17	16	11	30	3	11	64
Polish	34			4	5	4	8	3	5	5
Portuguese	136		2	5	8	8	39	24	17	33
Roumanian	2						2			
Russian	29	2	2	3	2	3	11	1	2	3
Ruthenian	1			1						
Scotch	171	5	8	25	8	8	21	8	16	72
Scotch-Irish	11					1	2		1	7
Servian	6			2		1	2	1		
Slovak	3			1			2			
Slovenian	30	1		2	4	5	11	5	1	1
Spanish	13	1					4	3	3	2
Swedish	254		6	5	7	7	42	19	35	133
Syrian	2		1			1				
Turkish	2					1	1			
Welsh	24			1	1		1	1	3	17
West Indian (other than Cuban)	1									1
Austrian (race not specified)	2			1		1				
Swiss (race not specified)	3				1			1		1
Total	4,944	102	178	484	460	368	1,077	330	372	1,555

TABLE 19.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Armenian	1	......	......	......	......	......	......	1	1	......	......	1	1
Bohemian and Moravian	11	3	5	......	8	......	1	2	3	3	6	2	11
Bulgarian	1	1	......	......	1	......	......	......	......	1	......	......	1
Canadian, French	4	......	......	......	......	......	1	3	4	......	1	3	4
Canadian, Other	83	8	9	4	21	11	11	40	62	19	20	44	83
Croatian	7	3	2	......	5	1	......	1	2	4	2	1	7
Dalmatian	40	21	9	1	31	3	......	6	9	24	9	7	40
Danish	44	3	8	......	11	1	2	30	33	4	10	30	44
Dutch	11	3	3	......	6	2	......	3	5	5	3	3	11
English	173	22	20	3	45	17	16	95	128	39	36	98	173
Finnish	8	2	2	2	6	......	......	2	2	2	2	4	8
Flemish	1	......	......	......	......	......	1	......	1	......	1	......	1
French	7	......	3	1	4	......	1	2	3	......	4	3	7
German	180	10	33	10	53	1	12	114	127	11	45	124	180
Greek	30	25	3	......	28	......	......	2	2	25	3	2	30
Herzegovinian	1	......	......	......	......	......	......	1	1	......	......	1	1
Irish	98	6	15	8	29	4	5	60	69	10	20	68	98
Italian, North	80	31	13	4	48	14	5	13	32	45	18	17	80
Italian, South	77	51	9	3	63	8	2	4	14	59	11	7	77
Lithuanian	1	......	1	......	1	......	......	......	......	......	1	......	1
Magyar	27	6	17	2	25	1	......	1	2	7	17	3	27
Mexican	126	83	1	1	85	28	5	8	41	111	6	9	126
Montenegrin	1	1	......	......	1	......	......	......	......	1	......	......	1
Norwegian	57	6	18	3	27	......	2	28	30	6	20	31	57
Polish	12	4	1	1	6	1	2	3	6	5	3	4	12
Portuguese	21	12	......	......	12	3	......	6	9	15	......	6	21
Roumanian	1	......	1	......	1	......	......	......	......	......	1	......	1
Russian	13	1	8	1	10	......	......	3	3	1	8	4	13
Scotch	59	10	7	1	18	8	8	25	41	18	15	26	59
Scotch-Irish	3	......	1	1	2	......	......	1	1	......	1	2	3
Servian	2	......	1	1	2	......	......	......	......	......	1	1	2
Slovak	1	......	1	......	1	......	......	......	......	......	1	......	1
Slovenian	15	7	2	1	10	2	......	3	5	9	2	4	15
Spanish	4	......	1	......	1	2	......	1	3	2	1	1	4
Swedish	100	4	21	1	26	4	5	65	74	8	26	66	100
Welsh	7	1	......	......	1	1	1	4	6	2	1	4	7
Swiss (race not specified)	2	......	......	......	......	......	1	1	2	......	1	1	2
Total	1,309	324	215	49	588	112	81	528	721	436	296	577	1,309

TABLE 20.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	3,645	245	1		246	823	571	15	1,409	249	1,098	70	1,417	37	490	46	573	1,354	2,160	131	3,645
Negro	60	2			2	10	12	2	24	2	17	3	22	1	10	1	12	15	39	6	60
Indian	14	1			1	5	5		10		3		3					6	8		14
Native-born of foreign father, by country of birth of father:																					
Australia	8	1			1	3	1		4	1	2		3					5	3		8
Austria-Hungary	17	1			1	7	3		10	3	2	1	6					11	5	1	17
Azores	2	1			1		1		1									1	1		2
Belgium	3											1	1		2		2		2	1	3
Brazil	1						1		1										1		1
Canada	157	23			23	45	24	2	71	8	37	4	49	3	9	2	14	79	70	8	157
Chile	1					1			1									1			1
China	3					2			2	1			1					3			3
Cuba	1					1			1									1			1
Denmark	41	4			4	19	6		25	1	10		11		1		1	24	17		41
England	431	40			40	91	70		161	35	138	7	180	3	45	2	50	169	253	9	431
Finland	3	2			2		1		1									2	1		3
France	47	1			1	11	10	1	22	5	13		18		6		6	17	29	1	47
Germany	568	44			44	134	74	2	210	65	149	12	226	10	71	7	88	253	294	21	568
Greece	2					1	1		2									1	1		2
Ireland	524	39			39	120	52	1	173	82	140	6	228	14	59	11	84	255	251	18	524
Italy	31	6			6	11	6		17	2	5		7	1			1	20	11		31
Japan	1					1			1									1			1
Mexico	60	2			2	23	13	1	37	1	17		18		2	1	3	26	32	2	60
Netherlands	14					3	3		6		5		5		3		3	3	11		14
Norway	30	6			6	11	6		17	1	5	1	7					18	11	1	30
Panama	1					1			1									1			1
Peru	1					1			1									1			1
Portugal	30	5			5	11	4		15	1	9		10					17	13		30
Russia	5					4			4	1			1					5			5
Scotland	119	7			7	21	13		34	4	46	5	55	3	16	4	23	35	75	9	119
Spain	7	1			1	1	1		2	1	2		3		1		1	3	4		7
Sweden	78	17			17	36	7		43	4	14		18					57	21		78

TABLE 20.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of foreign father, by country of birth of father—Continued.																					
Switzerland	36	6			6	12	5		17	1	9		10		3		3	19	17		36
Trinidad Island	1										1		1						1		1
Wales	39	2			2	9	6		15	4	13	1	18		4		4	15	23	1	39
Africa (country not specified)	1					1			1									1			1
Total	2,263	208			208	581	308	7	896	221	617	38	876	34	222	27	283	1,044	1,147	72	2,263
Total native-born	5,982	456	1		457	1,419	896	24	2,339	472	1,735	111	2,318	72	722	74	868	2,419	3,354	209	5,982
Foreign-born by race:																					
Armenian	2										1	1	2						1	1	2
Bohemian and Moravian	24					4	1		5	2	13	1	16		3		3	6	17	1	24
Bosnian	2						1		1		1		1						2		2
Bulgarian	4					1			1	2	1		3					3	1		4
Canadian, French	23					6	1		7	1	6	1	8		8		8	7	15	1	23
Canadian, Other	259	9			9	31	15		46	21	81	2	104	7	83	10	100	68	179	12	259
Chinese	58									4	15		19	15	22	2	39	19	37	2	58
Croatian	19	1			1	7	2		9	2	5		7		2		2	10	9		19
Cuban	1					1			1									1			1
Dalmatian	181	3			3	83	14	1	98	17	53	3	73		7		7	103	74	4	181
Danish	106	2			2	10	8	1	19	12	38	2	52	1	30	2	33	25	76	5	106
Dutch	48	1			1	3	14		17	4	17		21	1	8		9	9	39		48
East Indian	2					1			1						1		1	1	1		2
English	566	4			4	68	45		113	38	197	13	248	6	174	21	201	116	416	34	566
Finnish	31					9	10		19	1	8		9	1	2		3	11	20		31
Flemish	3	1			1		1		1		1		1					1	2		3
French	37	2			2	8			8	8	13		21		4	2	6	18	17	2	37
German	496	2			2	53	26		79	59	156	9	224	18	158	15	191	132	340	24	496
Greek	218	8			8	136	8		144	23	38		61	1	4		5	168	50		218
Hebrew, Russian	1					1			1									1			1
Hebrew, Other	2					2			2									2			2
Herzegovinian	4					3			3						1		1	3	1		4
Irish	394	5			5	95	20		115	55	83	9	147	16	86	25	127	171	189	34	394
Italian, North	234	2			2	80	32		112	19	76	3	98	2	18	2	22	103	126	5	234
Italian, South	187	7			7	43	31		74	8	85	3	96	1	9		10	59	125	3	187
Japanese	608	16			16	221	60	2	283	84	193	5	282	4	22	1	27	325	275	8	608

Korean	3	......	......	......	......	1	1	......	2	......	......	1	1	......	......	......	......	1	1	1	3
Lithuanian	4	......	......	......	......	1	1	......	2	......	2	......	2	......	......	......	......	1	3	......	4
Magyar	49	......	......	......	......	10	7	......	17	3	23	1	27	......	4	1	5	13	34	2	49
Mexican	504	24	6	......	30	112	108	3	229	30	167	8	205	3	34	3	40	175	315	14	504
Montenegrin	8	......	......	......	......	3	1	......	4	1	3	......	4	......	......	......	......	4	4	......	8
Negro	2	......	......	......	......	......	1	......	1	1	......	......	1	......	......	......	......	1	1	......	2
Norwegian	162	5	......	......	5	47	15	......	62	11	40	2	53	4	37	1	42	67	92	3	162
Polish	33	......	......	......	......	15	2	......	17	3	9	......	12	......	4	......	4	18	15	......	33
Portuguese	136	3	......	......	3	30	36	......	66	9	30	1	49	1	16	1	18	43	91	2	136
Roumanian	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Russian	29	......	1	......	1	8	3	......	11	3	11	1	15	......	2	......	2	11	17	1	29
Ruthenian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Scotch	170	2	......	......	2	34	17	......	51	17	41	2	60	2	50	5	57	55	108	7	170
Scotch-Irish	11	......	......	......	......	2	......	......	2	......	3	1	4	......	5	......	5	2	8	1	11
Servian	6	......	......	......	......	2	1	......	3	3	......	......	3	......	......	......	......	5	1	......	6
Slovak	3	......	......	......	......	2	......	......	2	......	......	......	......	......	1	......	1	2	1	......	3
Slovenian	30	2	......	......	2	7	2	......	9	4	12	......	16	1	1	1	3	14	15	1	30
Spanish	12	3	......	......	3	1	3	......	4	1	2	......	3	1	1	......	2	6	6	......	12
Swedish	254	4	......	......	4	39	17	......	56	32	76	5	113	14	62	5	81	89	155	10	254
Syrian	2	1	1	......	2	......	......	......	......	......	......	......	......	......	......	......	......	1	1	......	2
Turkish	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Welsh	24	4	......	......	4	......	......	......	......	1	6	......	7	......	9	4	13	5	15	4	24
West Indian (other than Cuban)	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Austrian (race not specified)	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
Swiss (race not specified)	3	......	......	......	......	1	......	......	1	1	......	......	1	......	1	......	1	2	1	......	3
Total foreign-born	4,903	111	8	......	119	1,190	505	7	1,702	481	1,518	74	2,073	99	869	101	1,069	1,881	2,900	182	4,963
Grand total	10,945	567	9	......	576	2,609	1,401	31	4,041	953	3,253	185	4,391	171	1,501	175	1,937	4,300	6,254	391	10,945

TABLE 21.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Armenian	1	1	
Bohemian and Moravian	17	15	2
Bosnian	2		2
Bulgarian	1		1
Canadian, French	15	15	
Canadian, Other	178	175	3
Chinese	37	1	36
Croatian	8	6	2
Dalmatian	73	31	42
Danish	76	74	2
Dutch	39	38	1
East Indian	1		1
English	411	406	5
Finnish	20	18	2
Flemish	2	1	1
French	17	17	
German	337	332	5
Greek	49	3	46
Herzegovinian	1	1	
Irish	186	183	3
Italian, North	124	85	39
Italian, South	124	95	29
Japanese	256	17	239
Korean	1		1
Lithuanian	3	3	
Magyar	34	23	11
Mexican	314	256	58
Montenegrin	4	2	2
Negro	1	1	
Norwegian	91	85	6
Polish	15	15	
Portuguese	91	68	23
Roumanian	1	1	
Russian	17	15	2
Ruthenian	1		1
Scotch	108	104	4
Scotch-Irish	8	8	
Servian	1	1	
Slovak	1	1	
Slovenian	15	8	7
Spanish	6	6	
Swedish	155	154	1
Syrian	1	1	
Turkish	1	1	
Welsh	15	15	
West Indian (other than Cuban)	1	1	
Swiss (race not specified)	1	1	
Total	2,861	2,284	577

Table 22.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	3,389	16	33	35	87	250	1,210	674	447	428	209
Negro	56				4	4	41	7			
Indian	14		1	2	3	4	3	1			
Native-born of foreign father, by country of birth of father:											
Australia	8	1				1	2	2		1	1
Austria-Hungary	15				1	1	1	4	2	5	1
Azores	2					1			1		
Belgium	3						1	1	1		
Brazil	1							1			
Canada	128	4	3	5	2	7	50	21	12	16	8
Chile	1							1			
China	3				3						
Cuba	1							1			
Denmark	38	2			4	4	14	5	4	5	
England	397	3	3	7	20	25	134	67	58	60	20
Finland	2				1			1			
France	43				3	1	19	7	7	3	3
Germany	504	5	2	3	7	28	170	88	76	87	38
Greece	2						1	1			
Ireland	461	1	2	3	8	25	153	84	64	84	37
Italy	29			1	2	5	13	6	1	1	
Japan	1				1						
Mexico	58		3	2	11	7	27	4	4		
Netherlands	14					1	8	1		3	1
Norway	28		1		6	5	9	1	4	1	1
Panama	1						1				
Peru	1						1				
Portugal	28	1			2	3	13	8	1		
Russia	5					1	2	1		1	
Scotland	108	1	1		2	9	40	14	18	18	5
Spain	7			2			3	1	1		
Sweden	67	3	1	2	9	6	22	8	8	5	3
Switzerland	29			1	1	1	10	5	4	4	3
Trinidad Islands	1							1			
Wales	38		2		1	3	13	7	3	8	1
Africa (country not specified)	1						1				
Total	2,025	21	18	26	84	134	708	341	269	302	122
Total native-born	5,484	37	52	63	178	392	1,962	1,023	716	730	331
Foreign-born by race:											
Armenian	2							1			1
Bohemian and Moravian	24					2	6	9	3	3	1
Bosnian	2					1		1			
Bulgarian	2								2		
Canadian, French	19				1		9	6	1	1	1
Canadian, Other	223			3	6	13	61	41	40	44	15
Chinese	58				55	1	2				
Croatian	18			1	4	4	8			1	
Cuban	1						1				
Dalmatian	179	2			3	100	67	5	1		1
Danish	102			1	4	8	36	25	18	10	
Dutch	47		1		11	3	23	7	1	1	
East Indian	2				2						
English	531	2	1	2	18	26	175	113	82	88	24
Finnish	30				1	3	7	8	8	2	1
Flemish	3			1		1	1				
French	33				3	3	9	7	6	4	1
German	470		2	2	9	31	160	87	101	65	13
Greek	205				64	59	70	7	4	1	
Hebrew, Russian	1						1				
Hebrew, Other	2						2				

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or time lost from shutdowns or other causes.

Table 22.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Contd.											
Herzegovinian	4	......	......	......	......	1	2	......	......	......	1
Irish	360	2	......	......	4	35	164	82	38	23	12
Italian, North	232	1	1	......	8	75	120	21	5	1	......
Italian, South	181	1	......	......	4	53	109	11	2	1	......
Japanese	550	1	26	256	158	84	21	4	......	......	......
Korean	3	......	......	......	......	3	......	......	......	......	......
Lithuanian	4	......	......	......	1	......	2	......	1	......	......
Magyar	45	......	......	......	12	4	10	8	7	2	2
Mexican	492	14	272	38	34	38	77	8	7	2	2
Montenegrin	8	......	......	......	......	6	2	......	......	......	......
Negro	2	......	......	......	1	......	1	......	......	......	......
Norwegian	142	......	1	......	6	22	65	19	19	7	3
Polish	33	......	......	......	4	7	8	7	6	1	......
Portuguese	130	......	......	......	......	21	87	18	4	......	......
Roumanian	2	......	......	......	......	......	1	......	......	1	......
Russian	28	......	......	......	1	8	7	4	8	......	......
Ruthenian	1	......	......	......	......	......	1	......	......	......	......
Scotch	150	1	......	1	4	4	62	20	24	23	11
Scotch-Irish	11	......	......	......	......	......	......	6	3	2	......
Servian	5	......	......	......	......	3	1	......	1	......	......
Slovak	3	......	......	......	......	......	2	......	1	......	......
Slovenian	29	......	......	......	1	4	21	2	1	......	......
Spanish	11	......	2	1	......	2	3	2	......	1	......
Swedish	242	......	......	......	4	14	104	56	36	21	7
Syrian	2	......	1	......	......	......	1	......	......	......	......
Turkish	2	......	......	......	......	......	2	......	......	......	......
Welsh	22	1	......	......	1	2	8	3	2	3	2
West Indian (other than Cuban)	1	......	......	......	......	......	1	......	......	......	......
Austrian (race not specified)	2	......	......	......	......	1	......	......	1	......	......
Swiss (race not specified)	3	......	......	......	......	1	1	1	......	......	......
Total foreign-born	4,654	25	307	306	424	643	1,521	589	433	308	98
Grand total	10,138	62	359	369	602	1,035	3,483	1,612	1,149	1,038	429

Table 23.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	84	36	10	14	10	9	5	......	......	......	......
Negro	3	......	1	1	......	1	......	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Canada	7	2	......	4	......	1	......	......	......	......	......
England	9	2	3	2	2	......	......	......	......	......	......
Germany	20	9	1	2	6	2	......	......	......	......	......
Ireland	15	11	1	2	1	......	......	......	......	......	......
Italy	1	......	1	......	......	......	......	......	......	......	......
Norway	2	......	2	......	......	......	......	......	......	......	......
Portugal	2	1	......	1	......	......	......	......	......	......	......
Scotland	1	......	......	......	......	......	1	......	......	......	......
Sweden	5	1	2	......	2	......	......	......	......	......	......
Switzerland	4	1	1	......	1	......	1	......	......	......	......
Total	66	27	11	11	12	3	2	......	......	......	......
Total native-born	153	63	22	26	22	13	7	......	......	......	......

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 23.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Canadian (other than French)	3	2			1						
English	1		1								
French	1		1								
Greek	2				2						
Italian, South	5	2		2		1					
Mexican	3		2	1							
Norwegian	1	1									
Portuguese	2	2									
Spanish	1	1									
Total foreign-born	19	8	4	3	3	1					
Grand total	172	71	26	29	25	14	7				

TABLE 24.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	3,634	3,623	3,623
Negro	59	57	56
Indian	14	13	13
Native-born of foreign father, by country of birth of father:			
Australia	8	8	8
Austria-Hungary	17	17	17
Azores	2	2	2
Belgium	3	3	3
Brazil	1	1	1
Canada	157	157	157
Chile	1	1	1
China	3	3	3
Cuba	1	1	1
Denmark	41	41	41
England	430	429	429
Finland	3	3	3
France	47	47	47
Germany	569	569	569
Greece	2	2	2
Ireland	525	525	524
Italy	31	30	29
Japan	1	1	1
Mexico	61	58	57
Netherlands	14	14	14
Norway	31	31	31
Panama	1	1	1
Peru	1	1	1
Portugal	30	30	30
Russia	4	4	4
Scotland	119	119	119
Spain	7	7	7
Sweden	79	79	79
Switzerland	36	36	36
Trinidad Island	1	1	1
Wales	39	39	39
Africa (country not specified)	1	1	1
Total	2,266	2,261	2,258
Total native-born	5,973	5,954	5,950

TABLE 24.—*Literacy of male employees, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Foreign-born, by race:			
Armenian	2	2	2
Bohemian and Moravian	24	24	24
Bosnian	2	2	2
Bulgarian	4	3	3
Canadian, French	23	22	22
Canadian, Other	260	259	258
Chinese	57	41	39
Croatian	21	18	18
Cuban	1	1	1
Dalmatian	182	169	169
Danish	106	106	106
Dutch	49	49	49
East Indian	2	1	1
English	566	565	565
Finnish	31	31	31
Flemish	3	3	3
French	36	36	36
German	496	495	493
Greek	216	210	210
Hebrew, Russian	1	1	1
Hebrew, Other	2	2	2
Herzegovinian	4	4	4
Irish	395	392	392
Italian, North	235	209	206
Italian, South	189	152	152
Japanese	605	600	600
Korean	3	3	3
Lithuanian	4	4	4
Magyar	49	44	43
Mexican	508	333	322
Montenegrin	8	8	8
Negro	2	2	2
Norwegian	163	162	162
Polish	34	28	28
Portuguese	136	118	116
Roumanian	2	2	2
Russian	29	29	29
Ruthenian	1	1	1
Scotch	170	170	170
Scotch-Irish	11	11	11
Servian	6	5	5
Slovak	3	3	3
Slovenian	30	27	27
Spanish	13	12	12
Swedish	257	257	257
Syrian	2	2	2
Turkish	2	2	2
Welsh	24	24	24
West Indian (other than Cuban)	1	1	1
Austrian (race not specified)	2	2	2
Swiss (race not specified)	3	3	3
Total foreign-born	4,975	4,650	4,628
Grand total	10,948	10,604	10,578

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TABLE 25.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	638
Negro	1
Indian	15
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	1
Belgium	1
Canada	32
Denmark	2
England	34
France	5
Germany	53
Ireland	71
Italy	1
Mexico	1
Netherlands	3
Norway	8
Portugal	1
Scotland	25
Spain	1
Sweden	11
Switzerland	2
Wales	6
Total	258
Total native-born	912
Foreign-born by race:	
Bohemian and Moravian	2
Canadian, French	5
Canadian, Other	54
Chinese	5
Foreign-born, by race—Continued.	
Danish	13
Dutch	1
English	32
Finnish	5
Flemish	1
French	8
German	47
Greek	3
Hebrew (other than Russian)	1
Herzegovinian	1
Irish	68
Italian, North	11
Italian, South	1
Japanese	23
Mexican	41
Norwegian	55
Portuguese	1
Russian	5
Scotch	22
Scotch-Irish	1
Slovak	1
Slovenian	1
Spanish	3
Swedish	56
Turkish	2
Welsh	2
Austrian (race not specified)	1
Total foreign-born	472
Grand total	1,384

TABLE 26.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	2		1		1					
Canadian, French	5					1			1	3
Canadian, Other	54	3	1	3	1	2	3	7	8	27
Chinese	5									5
Danish	13				3	1		1	2	6
English	30	1	3	2	4	1	4	1	2	12
Finnish	5	1				1	1		1	1
Flemish	1								1	
French	8			1		1		1		5
German	47		1		4	1	5	2	6	28
Greek	3			1	2					
Hebrew (other than Russian)	1						1			
Herzegovinian	1									1
Irish	67	1	2	1	1		3	5	6	48
Italian, North	11				2		6	1	1	1
Italian, South	1		1							
Japanese	23			5	2	4	12			
Mexican	40	7	5	9	2		5	2	4	6
Norwegian	55	1	2	6	4		10	6	4	22
Portuguese	1									1
Russian	5			1	1			1	2	

Table 26.—*Number of foreign-born male employees in the United States each specified number of years, by race*—Continued.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Scotch	21	1	1	1	2		3	1		12
Scotch-Irish	1									1
Slovak	1								1	
Slovenian	1						1			
Spanish	3						1			2
Swedish	56				3		16	2	9	26
Turkish	2	1	1							
Welsh	2									2
Austrian (race not specified)	1									1
Total	406	15	18	30	32	12	71	30	48	210

Table 27.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, French	1						1		1		1		1
Canadian, Other	14		1		1	6	5	2	13	6	6	2	14
Danish	6						1	5	6		1	5	6
English	7	1	1		2		2	3	5	1	3	3	7
Flemish	1							1	1			1	1
French	3						1	2	3		1	2	3
German	16		3		3		1	12	13		4	12	16
Irish	25			1	1	1	4	19	24	1	4	20	25
Italian, North	5	3	2		5					3	2		5
Mexican	10	3			3	7			7	10			10
Norwegian	19	2	2		4		2	13	15	2	4	13	19
Russian	2					1		1	2	1		1	2
Scotch	7	1	1	1	3		2	2	4	1	3	3	7
Slovenian	1	1			1					1			1
Spanish	1	1			1					1			1
Swedish	21	1	4		5		5	11	16	1	9	11	21
Total	139	13	14	2	29	15	24	71	110	28	38	73	139

TABLE 28.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	638	17			17	183	60	1	244	111	126	18	255	29	72	21	122	340	258	40	638
Negro	1															1	1			1	1
Indian	9					5	1		6	1	2		3					6	3		9
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	1					1			1									1			1
Belgium	1														1		1		1		1
Canada	32	1			1	11	2		13	9	5	3	17	1			1	22	7	3	32
Denmark	2						1		1		1		1						2		2
England	34					13			13	6	5	1	12	1	4	4	9	20	9	5	34
France	5					2	2		4		1		1					2	3		5
Germany	53	1			1	14	2		16	12	13	1	26	3	6	1	10	30	21	2	53
Ireland	71	1			1	13	3		16	10	7	4	21	19	10	4	33	43	20	8	71
Italy	1					1			1									1			1
Mexico	1						1		1										1		1
Netherlands	3													1	2		3	1	2		3
Norway	8					3	2		5	1		2	3					4	2	2	8
Portugal	1										1		1						1		1
Scotland	25	1			1	3	1		4	4	7	3	14	2	4		6	10	12	3	25
Spain	1															1	1			1	1
Sweden	11					8	1		9	1			1		1		1	9	2		11
Switzerland	2					1			1		1		1					1	1		2
Wales	6					1			1	1	2		3	1		1	2	3	2	1	6
Total	258	4			4	71	15		86	44	43	14	101	28	28	11	67	147	86	25	258
Total native-born	906	21			21	259	76	1	336	156	171	32	359	57	100	33	190	493	347	66	906
Foreign-born, by race:																					
Bohemian and Moravian	2					1			1		1		1					1	1		2
Canadian, French	5	1			1	1			1		1		1	1	1		2	3	2		5
Canadian, Other	54	1			1	12			12	10	13		23	4	11	3	18	27	24	3	54
Chinese	5									2			2	2		1	3	4		1	5
Danish	13					3			3	3	1	1	5	1	4		5	7	5	1	13

TABLE 28.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Foreign-born, by race—Continued.																					
Dutch	1					1			1									1			1
English	32					10	2		12	12	1		13	1	3	3	7	23	6	3	32
Finnish	5					2	1		3		2		2					2	3		5
Flemish	1														1		1		1		1
French	8						1		1	3	1		4	1	2		3	4	4		8
German	47					8	2	1	11	10	12		22	3	11		14	21	25	1	47
Greek	3					3			3									3			3
Hebrew (other than Russian)	1					1			1									1			1
Herzegovinian	1					1			1									1			1
Irish	68	1		1	2	10			10	9	6	1	16	12	19	9	40	32	25	11	68
Italian, North	11					3			3	3	4		7		1		1	6	5		11
Italian, South	1					1			1									1			1
Japanese	23					9	2		11	3	8		11		1		1	12	11		23
Mexican	41					15	5		20	5	9		14		6	1	7	20	20	1	41
Norwegian	55					16	2		18	11	10	3	24	1	11	1	13	28	23	4	55
Portuguese	1										1		1						1		1
Russian	5	1			1	1			1	1	1		2		1		1	3	2		5
Scotch	22					7			7	2	4		6	2	6	1	9	11	10	1	22
Scotch-Irish	1										1		1						1		1
Slovak	1										1		1						1		1
Slovenian	1										1		1						1		1
Spanish	3									1			1	1	1		2	2	1		3
Swedish	56					15			15	15	11	1	27	3	10	1	14	33	21	2	56
Turkish	2					1			1		1		1					1	1		2
Welsh	2										1		1		1		1		2		2
Austrian (race not specified)	1													1			1	1			1
Total foreign-born	472	4		1	5	121	15	1	137	90	91	6	187	33	90	20	143	248	196	28	472
Grand total	1,378	25		1	26	380	91	2	473	246	262	38	546	90	190	53	333	741	543	94	1,378

TABLE 29.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	1	1	....
Canadian, French	2	2	....
Canadian, Other	24	24	....
Danish	5	5	....
English	6	5	1
Finnish	3	2	1
Flemish	1	1	....
French	4	4	....
German	25	25	....
Irish	25	25	....
Italian, North	5	4	1
Japanese	11	....	11
Mexican	20	16	4
Norwegian	23	22	1
Portuguese	1	1	....
Russian	2	1	1
Scotch	10	9	1
Scotch-Irish	1	1	....
Slovak	1	1	....
Slovenian	1	1	....
Spanish	1	1	....
Swedish	21	21	....
Turkish	1	....	1
Welsh	2	2	....
Total	196	174	22

TABLE 30.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day. Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	536	......	2	4	4	6	94	228	148	34	16
Indian	15	......	......	......	15	......	......	......	......	......	......
Native-born of foreign father by country of birth of father:											
Austria-Hungary	1	......	......	......	......	......	......	1	......	......	......
Canada	28	......	......	......	......	......	8	11	6	3	......
Denmark	1	......	......	......	......	......	......	......	......	......	1
England	27	......	......	......	......	......	4	11	8	2	2
France	3	......	......	......	......	......	......	1	2	......	......
Germany	42	......	......	......	......	1	6	20	6	7	2
Ireland	64	......	2	2	......	1	10	25	14	8	2
Italy	1	......	......	......	......	......	1	......	......	......	......
Mexico	1	......	......	......	1	......	......	......	......	......	......
Netherlands	2	......	......	......	......	......	......	1	......	1	......
Norway	7	......	......	......	......	......	2	4	1	......	......
Portugal	1	......	......	......	......	......	......	......	1	......	......
Scotland	19	......	1	......	......	......	5	9	4	......	......
Spain	1	......	......	1	......	......	......	......	......	......	......
Sweden	10	......	......	......	......	......	2	3	2	3	......
Switzerland	2	......	......	......	......	......	......	2	......	......	......
Wales	4	......	......	......	......	......	......	4	......	......	......
Total	214	......	3	3	1	2	38	92	44	24	7
Total native-born	765	......	5	7	20	8	132	320	192	58	23

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 30.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Bohemian and Moravian	2	......	......	......	1	......	......	1	......	......	......
Canadian, French	5	......	......	......	......	......	2	2	1	......	......
Canadian, Other	43	......	......	......	......	1	5	15	15	4	3
Danish	10	......	......	......	......	1	1	5	3	......	......
Dutch	1	......	......	......	......	......	......	......	1	......	......
English	24	......	......	......	1	1	8	7	5	2	......
Finnish	4	......	......	......	......	......	1	2	1	......	......
Flemish	1	......	......	......	......	......	......	......	1	......	......
French	8	......	......	......	1	......	2	3	1	1	......
German	40	......	......	......	......	......	5	15	14	4	2
Greek	1	......	......	......	......	......	1	......	......	......	......
Hebrew (other than Russian)	1	......	......	......	......	......	......	1	......	......	......
Herzegovinian	1	......	......	......	......	......	......	......	......	1	......
Irish	44	......	......	......	1	2	10	22	6	1	2
Italian, North	6	......	......	......	1	......	2	3	......	......	......
Japanese	21	......	......	15	6	......	......	......	......	......	......
Mexican	39	......	6	11	19	1	......	1	1	......	......
Norwegian	52	......	......	......	......	1	7	25	15	3	1
Russian	5	......	......	......	2	......	1	1	1	......	......
Scotch	17	......	......	......	......	......	3	9	4	1	......
Slovak	1	......	......	......	......	......	......	1	......	......	......
Slovenian	1	......	......	......	......	......	1	......	......	......	......
Swedish	50	......	......	......	......	1	5	18	18	6	2
Turkish	2	......	......	......	2	......	......	......	......	......	......
Total foreign-born	379	......	6	26	34	8	54	131	87	23	10
Grand total	1,144	......	11	33	54	16	186	451	279	81	33

TABLE 31.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.	
		$2 and under $2.50.	$2.50 and under $3.
Native-born of native father, White	3	2	1
Native-born of foreign father, by country of birth of father, Scotland	1	......	1
Total native-born	4	2	2
Foreign-born by race, Canadian (other than French)	1	......	1
Grand total	5	2	3

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 32.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father:			
White	634	629	628
Indian	15	6	6
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Belgium	1	1	1
Canada	32	32	32
Denmark	2	2	2
England	34	34	34
France	5	5	5
Germany	51	51	51
Ireland	70	70	69
Italy	1	1	1
Mexico	1	1	1
Netherlands	3	3	3
Norway	8	8	8
Portugal	1	1	1
Scotland	25	25	25
Spain	1	1	1
Sweden	11	11	11
Switzerland	2	2	2
Wales	6	6	6
Total	255	255	254
Total native-born	904	890	888
Foreign-born, by race:			
Bohemian and Moravian	2		
Canadian, French	5	5	5
Canadian, Other	54	54	54
Chinese	5	5	5
Danish	13	13	13
Dutch	1	1	1
English	31	31	31
Finnish	5	5	5
Flemish	1	1	1
French	8	8	8
German	47	47	47
Greek	3	3	3
Hebrew (other than Russian)	1	1	1
Herzegovinian	1	1	1
Irish	68	67	67
Italian, North	11	11	11
Italian, South	1	1	1
Japanese	23	23	22
Mexican	41	24	21
Norwegian	55	55	55
Portuguese	1	1	1
Russian	5	5	5
Scotch	22	22	22
Scotch-Irish	1	1	1
Slovak	1	1	1
Slovenian	1	1	1
Spanish	3	2	2
Swedish	56	56	56
Turkish	2	2	2
Welsh	1	1	1
Austrian (race not specified)	1	1	1
Total foreign-born	470	449	445
Grand total	1,374	1,339	1,333

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TABLE 33.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father, White	225	Foreign-born, by race—Continued.	
Native-born of foreign father, by country of birth of father:		Dalmatian	1
Austria-Hungary	1	Danish	1
Belgium	1	Dutch	4
Canada	6	English	23
Denmark	1	Flemish	1
England	11	French	2
France	3	German	12
Germany	30	Greek	5
Ireland	24	Herzegovinian	4
Mexico	2	Irish	127
Netherlands	2	Italian, North	12
Scotland	5	Italian, South	4
Spain	2	Magyar	1
Sweden	5	Mexican	8
Switzerland	1	Norwegian	7
Wales	1	Polish	3
Total	95	Portuguese	4
Total native-born	320	Russian	1
Foreign-born, by race:		Scotch	14
Canadian, French	2	Slovenian	9
Canadian, Other	14	Swedish	23
Croatian	1	Welsh	4
		Total foreign-born	287
		Grand total	607

TABLE 34.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	2									2
Canadian, Other	13		2	1			2	1	3	4
Croatian	1						1			
Dalmatian	1						1			
Danish	1								1	
Dutch	4	1				2				1
English	23		5	5	3			1	1	8
French	2									2
German	12					1	1	1	3	6
Greek	5				1		4			
Herzegovinian	4		2	1	1					
Irish	127	3	13	15	8	9	29	12	9	29
Italian, North	12		3	1	2	2	3		1	
Italian, South	4			1		1	2			
Magyar	1						1			
Mexican	8			1	1		2		4	
Norwegian	7			2	1		2			2
Polish	3					1	1	1		
Portuguese	4		1	2						1
Russian	1		1							
Scotch	14	1	1	2	3	1		1		5
Slovenian	9			1			5	2	1	
Swedish	23			1		3	1	1	5	12
Welsh	4				1					3
Total	285	5	28	33	21	19	55	20	28	75

Table 35.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian (other than French)	3	1	.....	.....	1	1	.....	1	2	2	.....	1	3
Dalmatian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Danish	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
English	5	.....	.....	.....	.....	.....	1	4	5	.....	1	4	5
German	5	.....	1	.....	1	.....	.....	4	4	.....	1	4	5
Irish	33	1	9	4	14	.....	4	15	19	1	13	19	33
Italian, North	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	1	1
Mexican	2	1	.....	.....	1	.....	1	.....	1	1	1	.....	2
Norwegian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Polish	1	.....	.....	.....	.....	1	.....	.....	1	1	.....	.....	1
Scotch	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Slovenian	4	2	.....	1	3	.....	1	.....	1	2	1	1	4
Swedish	10	1	.....	.....	1	.....	3	6	9	1	3	6	10
Welsh	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Total	69	7	10	6	23	2	10	34	46	9	20	40	69

TABLE 36.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	225	10	1	......	11	56	23	......	79	19	61	2	82	8	35	10	53	93	120	12	225
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	1	1	......	......	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1
Belgium	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Canada	6	1	......	......	1	3	1	......	4	1	......	......	1	......	......	......	......	5	1	......	6
Denmark	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
England	11	......	......	......	......	2	1	......	3	3	2	......	5	......	3	......	3	5	6	......	11
France	3	......	......	......	......	......	1	......	1	1	1	......	2	......	......	......	......	1	2	......	3
Germany	30	3	......	......	3	3	2	......	5	9	8	......	17	1	4	......	5	16	14	......	30
Ireland	24	......	......	......	......	2	3	......	5	3	10	......	13	1	5	......	6	6	18	......	24
Mexico	2	1	......	......	1	......	1	......	1	......	......	......	......	......	......	......	......	1	1	......	2
Netherlands	2	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	2	......	1	1	2
Scotland	5	......	......	......	......	2	1	......	3	......	2	......	2	......	......	......	......	2	3	......	5
Spain	2	......	......	......	......	......	......	......	......	......	2	......	2	......	......	......	......	......	2	......	2
Sweden	5	......	......	......	......	3	1	......	4	1	......	......	1	......	......	......	......	4	1	......	5
Switzerland	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Wales	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Total	95	6	......	......	6	17	11	......	28	19	26	......	45	2	13	1	16	44	50	1	95
Total native-born	320	16	1	......	17	73	34	......	107	38	87	2	127	10	48	11	69	137	170	13	320
Foreign-born, by race:																					
Canadian, French	2	......	......	......	......	......	......	......	......	......	1	......	1	1	......	......	1	1	1	......	2
Canadian, Other	14	......	......	......	......	3	......	......	3	3	4	1	8	......	3	......	3	6	7	1	14
Croatian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Dalmatian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Danish	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Dutch	4	......	......	......	......	1	1	......	2	1	......	......	1	......	1	......	1	2	2	......	4
English	23	......	......	......	......	8	1	......	9	4	5	......	9	......	5	......	5	12	11	......	23
Flemish	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
French	2	......	......	......	......	......	1	......	1	......	1	......	1	......	......	......	......	......	2	......	2
German	12	2	......	......	2	......	......	......	......	1	6	......	7	1	2	......	3	4	8	......	12

Greek	5	......	......	......	......	4	1	......	5	......	......	......	......	......	......	......	......	4	1	......	5
Herzegovinian	4	1	......	......	1	2	......	......	2	......	1	......	1	......	......	......	......	3	1	......	4
Irish	127	......	......	......	......	62	4	......	66	24	18	2	44	6	8	3	17	92	30	5	127
Italian, North	12	......	......	......	......	6	......	......	6	1	5	......	6	......	......	......	......	7	5	......	12
Italian, South	4	......	......	......	......	4	......	......	4	......	......	......	......	......	......	......	......	4	......	......	4
Magyar	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Mexican	8	2	......	......	2	1	2	......	3	......	3	......	3	......	......	......	......	3	5	......	8
Norwegian	7	1	......	......	1	4	......	......	4	1	......	1	2	......	......	......	......	6	......	1	7
Polish	3	......	......	......	......	2	......	......	2	......	1	......	1	......	......	......	......	2	1	......	3
Portuguese	4	......	......	......	......	2	......	......	2	1	......	......	1	......	1	......	1	3	1	......	4
Russian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Scotch	14	......	......	......	......	7	......	......	7	4	1	......	5	......	2	......	2	11	3	......	14
Slovenian	9	2	......	......	2	3	......	......	3	1	2	......	3	......	1	......	1	6	3	......	9
Swedish	23	......	......	......	......	3	1	......	4	6	3	1	10	......	8	1	9	9	12	2	23
Welsh	4	......	......	......	......	1	......	......	1	......	1	......	1	1	1	......	2	2	2	......	4
Total foreign-born	287	8	......	......	8	115	13	......	128	47	52	5	104	9	34	4	47	179	99	9	287
Grand total	607	24	1	......	25	188	47	......	235	65	139	7	231	19	82	15	116	316	269	22	607

TABLE 37.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Canadian, French	1	1	
Canadian, Other	7	7	
Dalmatian	1	1	
Danish	1	1	
Dutch	2	2	
English	11	10	1
Flemish	1	1	
French	2	2	
German	8	8	
Greek	1		1
Herzegovinian	1		1
Irish	30	29	1
Italian, North	5	2	3
Mexican	5	4	1
Polish	1		1
Portuguese	1	1	
Russian	1	1	
Scotch	3	3	
Slovenian	3	1	2
Swedish	12	12	
Welsh	2	2	
Total	99	88	11

TABLE 38.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.
Native-born of native father, White	204				1	58	77	42	13	13
Native-born of foreign father, by country of birth of father:										
Belgium	1						1			
Canada	4					1	2		1	
Denmark	1					1				
England	9					1	3	4	1	
France	3						1	2		
Germany	28					7	13	8		
Ireland	24					5	9	9	1	
Mexico	2						2			
Netherlands	2					2				
Scotland	5						4	1		
Spain	2						1	1		
Sweden	5					2	1	2		
Switzerland	1						1			
Wales	1									1
Total	88					19	38	27	3	1
Total native-born	292				1	77	115	69	16	14
Foreign-born, by race:										
Canadian, French	2					1				1
Canadian, Other	14					4	6	4		
Croatian	1						1			
Dalmatian	1						1			
Danish	1							1		

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 38.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.
Foreign-born, by race—Continued.										
Dutch	4					1	2	1		
English	22					8	2	12		
Flemish	1					1				
French	2						1	1		
German	10					2	4	3	1	
Greek	5						3	2		
Herzegovinian	4						4			
Irish	123					8	31	84		
Italian, North	12						11	1		
Italian, South	4					1	3			
Magyar	1							1		
Mexican	8						8			
Norwegian	7					5	2			
Polish	3					2	1			
Portuguese	4						2	2		
Russian	1						1			
Scotch	12					6	2	3	1	
Slovenian	9						2	7		
Swedish	21					11	5	5		
Welsh	4					1		2	1	
Total foreign-born	276					51	92	129	3	1
Grand total	568				1	128	207	198	19	15

TABLE 39.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	2					2					
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1							1			
Canada	1					1					
Total	2					1		1			
Total native-born	4					3		1			

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 40.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	225	225	225
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Belgium	1	1	1
Canada	6	6	6
Denmark	1	1	1
England	11	11	11
France	3	3	3
Germany	30	30	30
Ireland	24	24	24
Mexico	2	2	2
Netherlands	2	2	2
Scotland	5	5	5
Spain	2	2	2
Sweden	5	5	5
Switzerland	1	1	1
Wales	1	1	1
Total	95	95	95
Total native-born	320	320	320
Foreign-born, by race:			
Canadian, French	2	2	2
Canadian, Other	14	14	14
Croatian	1	1	1
Dalmatian	1	1	1
Danish	1	1	1
Dutch	4	4	4
English	23	23	23
Flemish	1	1	1
French	2	2	2
German	12	12	12
Greek	5	5	5
Herzegovinian	4	3	3
Irish	127	127	127
Italian, North	12	12	12
Italian, South	4	4	4
Magyar	1	1	1
Mexican	8	8	8
Norwegian	7	7	7
Polish	3	3	3
Portuguese	4	4	4
Russian	1	1	1
Scotch	14	14	14
Slovenian	9	9	9
Swedish	23	23	23
Welsh	4	4	4
Total foreign-born	287	286	286
Grand total	607	606	606

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TABLE 41.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father:		Foreign-born, by race:	
White	1,327	Canadian, French	2
Negro	13	Canadian, Other	63
Indian	1	Danish	4
Native-born of foreign father, by country of birth of father:		Dutch	1
Canada	37	English	29
Denamrk	8	German	18
England	44	Irish	15
France	8	Italian, South	2
Germany	86	Negro	1
Ireland	114	Norwegian	8
Norway	16	Scotch	7
Russia	2	Swedish	9
Scotland	30	Welsh	4
Sweden	9	Total foreign-born	163
Switzerland	3	Grand total	1,869
Wales	8		
Total	365		
Total native-born	1,706		

TABLE 42.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	2							1		1
Canadian, Other	62	2	2	2	3	2	8	3	9	31
Danish	4						2			2
Dutch	1									1
English	28	2		1		2	1	4	1	17
German	18								4	14
Irish	15					1	3	1	1	9
Italian, South	2			1		1				
Negro	1									1
Norwegian	8						3		2	3
Scotch	6							1		5
Swedish	9					1	2		2	4
Welsh	4									4
Total	160	4	2	4	3	7	19	10	19	92

TABLE 43.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, French	1							1	1			1	1
Canadian, Other	13	6			6	2	3	2	7	8	3	2	13
English	6		1		1	1		4	5	1	1	4	6
Norwegian	1							1	1			1	1
Scotch	3						2	1	3		2	1	3
Swedish	1		1		1						1		1
Total	25	6	2		8	3	5	9	17	9	7	9	25

TABLE 44.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	1,326	10			10	346	281	15	642	99	431	25	555	13	99	7	119	468	811	47	1,326
Negro	13					1	2		3		8	1	9		1		1	1	11	1	13
Indian	1									1			1					1			1
Native-born of foreign father, by country of birth of father:																					
Canada	37					13	7		20	4	12	1	17					17	19	1	37
Denmark	8					2	3		5	1	2		3					3	5		8
England	44	1			1	7	3		10	8	17	3	28		5		5	16	25	3	44
France	8					2	1		3	1	3		4		1		1	3	5		8
Germany	86	2			2	23	10	1	34	8	33		41		6	3	9	33	49	4	86
Ireland	114					19	10		29	11	43	4	58	5	20	2	27	35	73	6	114
Norway	16	3			3	6	3		9	2	2		4					11	5		16
Russia	2						1		1	1			1					1	1		2
Scotland	30	1			1	2	4	1	7	3	13	1	17		5		5	6	22	2	30
Sweden	9					7	1		8		1		1					7	2		9
Switzerland	3					1	1		2		1		1					1	2		3
Wales	8						2		2		6		6						8		8
Total	365	7			7	82	46	2	130	39	133	9	181	5	37	5	47	133	216	16	365
Total native-born	1,706	17			17	429	329	17	775	139	572	35	746	18	137	12	167	603	1,038	64	1,706
Foreign-born, by race:																					
Canadian, French	2										2		2						2		2
Canadian, Other	63					15	9	1	25	5	22	2	29	1	8		9	21	39	3	63
Danish	4					4			4									4			4
Dutch	1														1		1		1		1
English	29					6	2		8	2	12	2	16		5		5	8	19	2	29
German	18					9	2		11	3	1		4		3		3	12	6		18
Irish	15					3	2		5	1	7	1	9	1			1	5	9	1	15
Italian, South	2					1			1		1		1					1	1		2
Negro	1														1		1		1		1

Norwegian	8	......	......	......	......	2	1	......	3	......	4	1	5	......	......	......	......	2	5	1	8
Scotch	7	......	......	......	......	......	......	......	......	......	3	......	3	1	3	......	4	1	6	......	7
Swedish	9	......	......	......	......	4	......	......	4	......	3	......	3	1	1	......	2	5	4	......	9
Welsh	4	......	......	......	......	......	1	......	1	1	1	......	2	......	1	......	1	1	3	......	4
Total foreign-born	163	......	......	......	......	44	17	1	62	12	56	6	74	4	23	......	27	60	96	7	163
Grand total	1,808	17	......	......	17	473	346	18	837	151	628	41	820	22	160	12	194	663	1,134	71	1,808

Table 45.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Canadian, French	2		2
Canadian, Other	39		39
Dutch	1		1
English	19		19
German	6		6
Irish	9		9
Italian, South	1	1	
Negro	1		1
Norwegian	5		5
Scotch	6		6
Swedish	4		4
Welsh	3		3
Total	96	1	95

Table 46.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	387				11	1	10	74	128	58	105
Negro	1				1						
Native-born of foreign father, by country of birth of father:											
Canada	19				2			2	5	7	3
Denmark	4						1		2	1	
England	10							2	3	4	1
France	6							1	1	1	3
Germany	36		1				2	7	11	4	11
Ireland	35			1			1	8	11	4	10
Norway	6			1	2				2	1	
Scotland	6							1	3		2
Sweden	3				1		1	1			
Wales	3							1	1		1
Total	128		1	2	5		5	23	39	22	31
Total native-born	516		1	2	17	1	15	97	167	80	136
Foreign-born, by race:											
Canadian, French	1									1	
Canadian, Other	23				1			5	4	8	5
Dutch	1				1						
English	14				1	1	1	1		2	8
German	8							1	1	4	2
Irish	11								6	2	3
Italian, South	2				2						
Norwegian	2							1			1
Scotch	3				1						2
Swedish	3				1				1		1
Welsh	1								1		
Total foreign-born	69				7	1	1	8	13	17	22
Grand total[b]	585		1	2	24	2	16	105	180	97	158

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] This table does not include 2 American White and 1 English native-born of foreign father who were 14 to 18 years of age.

TABLE 47.—*Number of male employees 18 years of age or over earning each specified amount per month, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per month.										
		Under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $90.	$90 and under $100.	$100 and under $125.	$125 and under $150.	$150 and under $175.	$175 and under $200.	$200 or over.
Native-born of native father:												
White	870	9	11	15	112	71	103	235	143	136	26	9
Negro	12	......	10	2	......	......	......	......	......	......	......	......
Indian	1	......	......	......	......	......	......	......	1	......	......	......
Native-born of foreign father, by country of birth of father:												
Canada	14	......	......	......	2	2	3	4	2	1	......	......
Denmark	4	......	......	......	1	......	1	......	2	......	......	......
England	28	1	......	1	3	4	4	1	5	6	1	2
France	2	......	......	......	1	......	......	......	1	......	......	......
Germany	46	2	......	2	2	3	3	12	10	10	2	......
Ireland	76	2	......	2	3	3	8	17	15	23	3	......
Norway	9	......	......	......	3	......	2	3	......	1	......	......
Russia	2	......	......	......	......	......	......	......	2	......	......	......
Scotland	23	2	......	......	1	......	1	6	5	8	......	......
Sweden	6	......	......	......	1	1	1	1	1	1	......	......
Switzerland	3	......	......	......	1	......	......	2	......	......	......	......
Wales	5	......	......	......	1	......	......	1	2	1	......	......
Total	218	7	......	5	19	13	23	47	45	51	6	2
Total native-born	1,101	16	21	22	131	84	126	282	189	187	32	11
Foreign-born, by race:												
Canadian, French	1	......	......	......	......	......	......	......	......	1	......	......
Canadian, Other	38	......	1	2	3	2	3	7	8	12	......	......
Danish	4	......	......	......	2	1	......	1	......	......	......	......
English	13	1	......	1	2	1	2	5	1	......	......	......
German	8	......	......	1	1	2	......	1	......	3	......	......
Irish	4	......	......	......	......	......	2	1	1	......	......	......
Negro	1	......	1	......	......	......	......	......	......	......	......	......
Norwegian	6	......	......	......	3	1	......	......	1	1	......	......
Scotch	4	......	......	......	......	1	......	1	2	......	......	......
Swedish	5	......	......	......	1	......	2	......	......	2	......	......
Welsh	3	......	......	......	......	......	1	......	......	2	......	......
Total foreign-born	87	1	2	4	12	8	10	16	13	21	......	......
Grand total[b]	1,188	17	23	26	143	92	136	298	202	208	32	11

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] This table does not include 3 American White and 1 English native-born of foreign father who were 14 to 18 years of age.

TABLE 48.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	1,319	1,319	1,319
Negro	13	13	13
Indian	1	1	1
Native-born of foreign father, by country of birth of father:			
Canada	37	37	37
Denmark	8	8	8
England	44	44	44
France	7	7	7
Germany	86	86	86
Ireland	113	113	113
Norway	16	16	16
Russia	2	2	2
Scotland	30	30	30
Sweden	9	9	9
Switzerland	3	3	3
Wales	8	8	8
Total	363	363	363
Total native-born	1,696	1,696	1,696
Foreign-born, by race:			
Canadian, French	2	2	2
Canadian, Other	61	61	61
Danish	4	4	4
Dutch	1	1	1
English	29	29	29
German	18	18	18
Irish	15	15	15
Italian, South	2	1	1
Negro	1	1	1
Norwegian	8	8	8
Scotch	7	7	7
Swedish	9	9	9
Welsh	4	4	4
Total foreign-born	161	160	160
Grand total	1,857	1,856	1,856

STREET RAILWAYS.

TABLE 49.—*Total number of male employees for whom information was secured, by general nativity and race and by department.*

OPERATING DEPARTMENT.

General nativity and race.	Total number.
Native-born of native father, White	2,412
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	5
Azores	1
Belgium	3
Canada	72
Denmark	24
England	112
France	16
Germany	221
Ireland	124
Italy	4
Mexico	4
Netherlands	4
Norway	16
Portugal	15
Russia	8
Scotland	40
Spain	2
Sweden	35
Switzerland	6
Wales	8
Total	718
Total native-born	3,130
Foreign-born, by race:	
Bohemian and Moravian	7
Canadian, French	13
Canadian, Other	123
Dalmatian	2
Danish	62
Dutch	10
East Indian	1

General nativity and race.	Total number.
Foreign-born, by race—Continued.	
English	120
Finnish	3
Flemish	3
French	16
German	110
Greek	6
Hebrew, Russian	5
Hebrew, Other	2
Herzegovinian	2
Irish	170
Italian, North	5
Italian, South	1
Lithuanian	1
Mexican	1
Norwegian	47
Polish	2
Portuguese	4
Roumanian	6
Russian	3
Scotch	43
Slovenian	2
Spanish	2
Swedish	112
Syrian	2
Welsh	5
Austrian (race not specified)	3
Belgian (race not specified)	1
Swiss (race not specified)	2
Total foreign-born	896
Grand total	4,026

MAINTENANCE OF WAY AND CONSTRUCTION.

General nativity and race.	Total number.
Native-born of native father:	
White	176
Negro	24
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	3
Canada	6
Cuba	1
Denmark	2
England	11
France	1
Germany	29
Ireland	20
Italy	2
Mexico	15
Norway	8
Portugal	2
Scotland	4
Sweden	10
Switzerland	1
Wales	1
Total	115
Total native-born	315

General nativity and race.	Total number.
Foreign-born, by race:	
Bohemian and Moravian	1
Bulgarian	3
Canadian, French	1
Canadian, Other	13
Dalmatian	5
Danish	13
Dutch	1
English	23
Finnish	22
Flemish	1
French	3
German	33
Greek	104
Herzegovinian	45
Irish	142
Italian, North	314
Italian, South	106
Japanese	54
Korean	2
Macedonian	1
Magyar	1
Mexican	525
Montenegrin	1
Norwegian	61
Polish	2

Table 49.—*Total number of male employees for whom information was secured, by general nativity and race and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION—Continued.

General nativity and race.	Total number.	General nativity and race.	Total number.
Foreign-born, by race—Continued.		Foreign-born, by race—Continued.	
Portuguese	7	Turkish	8
Roumanian	3	Welsh	2
Russian	15	Austrian (race not specified)	45
Scotch	5	Swiss (race not specified)	2
Servian	5		
		Total foreign-born	1,685
Slovenian	6		
Spanish	2	Grand total	2,000
Swedish	93		
Syrian	3		

SHOPS AND POWER PLANT.

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father:		Foreign-born, by race—Continued.	
White	650	Dalmatian	2
Negro	8	Danish	24
		Dutch	1
Native-born of foreign father, by country of birth of father:		English	115
		Finnish	5
Austria-Hungary	4		
Azores	2	French	7
Canada	17	German	64
Denmark	7	Greek	10
England	52	Hebrew (other than Russian)	1
		Herzegovinian	2
France	13		
Germany	94	Icelander	1
Ireland	58	Irish	76
Italy	5	Italian, North	45
Mexico	3	Italian, South	35
		Japanese	48
Norway	6		
Portugal	9	Magyar	4
Russia	1	Mexican	4
Scotland	13	Norwegian	14
Spain	1	Polish	5
		Portuguese	6
Sweden	10		
Switzerland	4	Russian	3
Wales	6	Scotch	25
South America (country not specified)	2	Servian	2
		Slovak	3
Total	307	Spanish	2
Total native-born	965	Swedish	50
		Syrian	2
Foreign-born, by race:		Welsh	17
Bohemian and Moravian	1	Austrian (race not specified)	4
Canadian, French	7	Swiss (race not specified)	9
Canadian, Other	44		
Croatian	1	Total foreign-born	640
Cuban	1	Grand total	1,605

ELECTRICIANS AND LINEMEN.

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father, White	259	Foreign-born, by race:	
		Canadian, French	2
Native-born of foreign father, by country of birth of father:		Canadian, Other	7
Australia	1	Danish	1
Austria-Hungary	2	Dutch	1
Canada	9	English	18
Denmark	1		
England	16	Finnish	1
		Flemish	1
France	2	German	9
Germany	30	Hebrew (other than Russian)	1
Ireland	12	Irish	13
Italy	1		
		Italian, North	3
Portugal	1	Norwegian	5
Scotland	3	Scotch	1
Sweden	6	Slovak	1
Wales	1	Swedish	3
Total	85	Total foreign-born	67
Total native-born	344	Grand total	411

TABLE 50.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race and by department.**

OPERATING DEPARTMENT.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	2,398	2	2	9	41	45	285	1,155	785	61	13
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	4							3	1		
Azores	1								1		
Belgium	3							1	2		
Canada	72				1	1	4	43	18	3	2
Denmark	24				1	1	2	11	9		
England	112					5	12	53	38	3	1
France	16						2	9	4	1	
Germany	218				3	2	24	93	84	6	6
Ireland	124		1		1	1	15	58	43	2	3
Italy	4				1				2	1	
Mexico	4							4			
Netherlands	4							2	2		
Norway	16						2	8	6		
Portugal	15							6	6	1	2
Russia	8							6	2		
Scotland	48				1		6	15	21	5	
Spain	2							1	1		
Sweden	25					1	4	8	11		1
Switzerland	6						1	1	3	1	
Wales	8						1	5	2		
Total	714		1		8	11	73	327	256	23	15
Total native-born	3,112	2	3	9	49	56	358	1,482	1,041	84	28
Foreign-born, by race:											
Bohemian and Moravian	7							5	2		
Canadian, French	13						3	2	6	1	1
Canadian, Other	121				1		8	53	48	5	6
Dalmatian	2							2			
Danish	61						10	21	26	4	
Dutch	10						3	4	3		
East Indian	1						1				
English	120					1	16	57	38	6	2
Finnish	3						1	1	1		
Flemish	2						1	1			
French	10							5	4		1
German	108			3	3		6	51	39	3	3
Greek	6							6			
Hebrew, Russian	5							3	2		
Hebrew, Other	2							2			
Herzegovinian	2							1	1		
Irish	174					2	12	83	65	9	3
Italian, North	5							4	1		
Italian, South	1							1			
Lithuanian	1								1		
Mexican	1			1							
Norwegian	47						9	22	15	1	
Polish	2						1	1			
Portuguese	4							1	3		
Roumanian	6					1	1	3	1		
Russian	3							2	1		
Scotch	42				1		3	24	10	4	
Slovenian	2							1	1		
Spanish	2							2			
Swedish	112				1		12	50	41	3	5

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 50.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race and by department*—Continued.

OPERATING DEPARTMENT—Continued.

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Contd.											
Syrian	2							2			
Welsh	5						1	2	2		
Austrian (race not specified)	3							3			
Belgian (race not specified)	1								1		
Swiss (race not specified)	2								2		
Total foreign-born	888			4	6	4	88	415	314	36	21
Grand total	4,000	2	3	13	55	69	446	1,897	1,355	120	40

MAINTENANCE OF WAY AND CONSTRUCTION.*

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	174		4	1	3	10	69	50	24	9	4
Negro	24				4	14	5	1			
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1						1				
Canada	5						3	1		1	
Cuba	1					1					
Denmark	2							1	1		
England	11						4	4	1	1	1
France	1						1				
Germany	29					5	12	7	4	1	
Ireland	20					1	2	11	4		2
Italy	2		1						1		
Mexico	13		10	1	1	1					
Norway	8				2	1	5				
Portugal	2								2		
Scotland	4							1	3		
Sweden	9				1		7		1		
Switzerland	1								1		
Wales	1					1					
Total	110		11	1	4	10	35	25	18	3	3
Total native-born	308		15	2	11	34	109	76	42	12	7
Foreign-born, by race:											
Bohemian and Moravian	1						1				
Bulgarian	3						3				
Canadian, French	1					1					
Canadian, Other	13						4	3	6		
Dalmatian	5				1	4					
Danish	13					1	11	1			
Dutch	1						1				
English	23					2	12	2	5		2
Finnish	22					1	20		1		
Flemish	1				1						
French	3				1		1	1			
German	32				1	7	13	4	7		
Greek	103		2	2	17	16	56	5	2		3
Herzegovinian	45				3	16	21	5			
Irish	140			1	8	8	49	46	21	5	2
Italian, North	312	1			4	55	188	58	6		
Italian, South	106			5	6	21	64	8	1	1	
Japanese	54		48				6				
Korean	2		2								
Macedonian	1						1				

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 50.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race, and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Contd.											
Magyar	1						1				
Mexican	528	1	398	88	24	6	6	5			
Montenegrin	1						1				
Norwegian	61					5	47	4	3		2
Polish	2						2				
Portuguese	7					1	2	4			
Roumanian	3				1		2				
Russian	15					1	12	2			
Scotch	5						1	2	2		
Servian	5			1	4						
Slovenian	6				1		4	1			
Spanish	2		1		1						
Swedish	93					1	72	11	7	2	
Syrian	3					1	2				
Turkish	8					7					1
Welsh	2					1			1		
Austrian (race not specified)	45					2	41	1	1		
Swiss (race not specified)	2					1			1		
Total foreign-born	1,673	2	451	97	73	169	639	160	64	8	10
Grand total	1,981	2	466	99	84	203	748	236	106	20	17

SHOPS AND POWER PLANT.*

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	638			2	9	30	190	220	125	43	19
Negro	8				2	4	1	1			
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	4					1		2		1	
Azores	2							2			
Canada	16			1			3	6	4	1	1
Denmark	7						1	1	5		
England	50		1		2	4	10	14	13	2	4
France	12						4	3	2	2	1
Germany	92				1	4	22	34	22	6	3
Ireland	58			1	1	2	9	23	13	5	4
Italy	5					1	3	1			
Mexico	3					1		2			
Norway	9						4	1	2		2
Portugal	6							5	1		
Russia	1							1			
Scotland	12		1				2	6	1		2
Spain	1						1				
Sweden	9						3	3	3		
Switzerland	4						2	1	1		
Wales	6					1		3	2		
South America (country not specified)	2					1		1			
Total	299		2	2	4	15	64	109	69	17	17
Total native-born	945		2	4	15	49	255	330	194	60	36

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 50.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race and by department*—Continued.

SHOPS AND POWER PLANT—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Bohemian and Moravian	1					1					
Canadian, French	7						1	1	1	3	1
Canadian, Other	44						12	15	11	5	1
Croatian	1							1			
Cuban	1						1				
Dalmatian	2							2			
Danish	24						4	9	4	5	2
Dutch	1							1			
English	112					3	25	30	25	13	11
Finnish	5							2	2	1	
French	7							2	2	3	
German	64					2	11	28	14	6	3
Greek	8						1	7			
Hebrew (other than Russian)	1								1		
Herzegovinian	2						2				
Icelander	1						1				
Irish	75				1	2	12	34	20	3	3
Italian, North	44	1			5	6	11	14	5	1	1
Italian, South	34				10	3	2	16	3		
Japanese	48				19	26	3				
Magyar	4							4			
Mexican	4						1	2	1		
Norwegian	14						1	8	3		2
Polish	5							4		1	
Portuguese	6						2	3	1		
Russian	3						1	1	1		
Scotch	25				1		4	6	6	4	4
Servian	2				2						
Slovak	3						1		1	1	
Spanish	2							1		1	
Swedish	50					1	16	14	14	4	1
Syrian	1						1				
Welsh	17						1	9	1	3	3
Austrian (race not specified)	4						1	2		1	
Swiss (race not specified)	9						2	2	3	2	
Total foreign-born	633	1			38	44	117	236	110	56	31
Grand total	1,577	1	2	4	52	93	372	556	313	116	67

ELECTRICIANS AND LINEMEN.*

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	253	1	1	5	3	3	52	73	60	18	37
Native-born of foreign father, by country of birth of father:											
Australia	1						1				
Austria-Hungary	2							1	1		
Canada	9			1				4	3		1
Denmark	1								1		
England	16		1				5	4	4	2	
France	2							1	1		
Germany	27				2	2	2	8	2	7	4
Ireland	11			1			1	2	1	1	5
Italy	1								1		

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 50.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race and by department*—Continued.

ELECTRICIANS AND LINEMEN—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of foreign father, by country of birth of father—Continued.											
Portugal	1	......	......	......	......	......	......	......	1	......	......
Scotland	3	......	......	......	......	......	......	2	......	......	1
Sweden	5	......	......	......	......	......	3	1	1	......	......
Wales	1	......	......	......	......	......	1	......	......	......	......
Total	80	......	1	2	2	2	13	23	16	10	11
Total native-born	333	1	2	7	5	5	65	96	76	28	48
Foreign-born, by race:											
Canadian, French	2	......	......	......	......	......	1	......	1	......	......
Canadian, Other	6	......	......	......	1	......	1	2	2	......	......
Danish	1	......	......	......	......	......	......	......	......	1	......
Dutch	1	......	......	......	......	......	......	1	......	......	......
English	17	......	1	......	......	1	2	3	3	5	2
Finnish	1	......	......	......	......	......	......	......	1	......	......
Flemish	1	......	......	......	......	......	......	......	......	......	1
German	9	......	......	......	......	......	......	2	3	3	1
Hebrew (other than Russian)	1	......	......	......	......	......	......	1	......	......	......
Irish	13	......	......	......	......	......	3	5	1	......	4
Italian, North	3	......	......	......	......	......	1	......	1	......	1
Norwegian	5	......	......	......	......	......	......	1	3	1	......
Scotch	1	......	......	......	......	......	......	......	......	1	......
Slovak	1	......	......	......	......	......	......	......	......	......	1
Swedish	3	......	......	......	......	......	......	1	2	......	......
Total foreign-born	65	......	1	......	1	1	8	16	17	11	10
Grand total	398	1	3	7	6	6	73	112	93	39	58

TABLE 51.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race and by department.**

MAINTENANCE OF WAY AND CONSTRUCTION.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	......	......	......	......	......	1	......	......	......	......
Canada	1	......	......	1	......	......	......	......	......	......	......
Mexico	2	1	......	......	1	......	......	......	......	......	......
Sweden	1	......	......	......	......	......	1	......	......	......	......
Total native-born	5	1	......	1	1	......	2	......	......	......	......
Foreign-born, by race:											
Italian, North	1	......	......	......	......	......	......	......	1	......	......
Mexican	10	3	7	......	......	......	......	......	......	......	......
Total foreign-born	11	3	7	......	......	......	......	......	1	......	......
Grand total	16	4	7	1	1	......	2	......	1	......	......

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 51.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race, and by department*—Continued.

SHOPS AND POWER PLANT.*

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	10	......	5	1	......	1	3	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Canada	1	......	......	1	......	......	......	......	......	......	......
England	2	......	1	......	......	1	......	......	......	......	......
Germany	2	......	......	......	......	1	1	......	......	......	......
Sweden	1	......	......	......	......	......	......	1	......	......	......
Total	6	......	1	1	......	2	1	1	......	......	......
Total native-born	16	......	6	2	......	3	4	1	......	......	......
Foreign-born, by race:											
English	1	......	......	......	......	......	1	......	......	......	......
Italian, North	1	......	......	......	1	......	......	......	......	......	......
Italian, South	1	......	......	1	......	......	......	......	......	......	......
Total foreign-born	3	......	......	1	1	......	1	......	......	......	......
Grand total	19	......	6	3	1	3	5	1	......	......	......

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

ELECTRICIANS AND LINEMEN.*

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	4	......	1	1	1	1	......	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Germany	2	......	......	1	......	1	......	......	......	......	......
Ireland	1	......	......	......	......	1	......	......	......	......	......
Sweden	1	......	......	......	......	1	......	......	......	......	......
Total	4	......	......	1	......	3	......	......	......	......	......
Total native-born	8	......	1	2	1	4	......	......	......	......	......
Foreign-born, by race:											
Canadian (other than French)	1	......	......	......	1	......	......	......	......	......	......
English	1	......	......	1	......	......	......	......	......	......	......
Total foreign-born	2	......	......	1	1	......	......	......	......	......	......
Grand total	10	......	1	3	2	4	......	......	......	......	......

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 52.—*Number of foreign-born male employees in the United States each specified number of years, by race and by department.*

OPERATING DEPARTMENT.

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	7	......	1	1	......	1	......	......	......	4
Canadian, French	13	......	2	1	......	......	......	......	4	6
Canadian, Other	122	......	7	5	3	......	19	19	16	53
Dalmatian	2	......	......	......	......	1	1	......	......	......
Danish	62	......	......	4	4	4	4	7	12	27
Dutch	10	......	1	......	1	2	......	1	1	4
East Indian	1	......	1	......	......	......	......	......	......	......
English	120	6	10	11	5	8	15	8	13	44
Finnish	3	......	......	......	......	......	2	......	1	......
Flemish	2	......	......	......	......	......	1	......	......	1
French	10	......	......	......	......	......	1	3	2	4
German	110	......	1	2	4	1	10	10	16	66
Greek	6	......	......	......	1	1	1	1	1	1
Hebrew, Russian	5	......	......	......	......	......	2	......	2	1
Hebrew, Other	2	......	......	......	......	......	1	1	......	......
Herzegovinian	2	......	......	......	1	1	......	......	......	......
Irish	175	2	9	13	13	13	37	15	24	49
Italian, North	5	......	......	......	......	......	3	......	1	1
Italian, South	1	......	......	......	1	......	......	......	......	......
Lithuanian	1	......	......	......	......	......	1	......	......	......
Mexican	1	......	......	......	......	......	......	......	......	1
Norwegian	47	......	1	......	5	1	15	2	9	14
Polish	2	......	......	......	......	......	1	1	......	......
Portuguese	4	......	......	......	......	......	......	......	1	3
Roumanian	6	......	......	......	......	......	5	1	......	......
Russian	3	......	......	......	......	......	2	......	......	1
Scotch	43	1	1	3	1	2	5	......	7	23
Slovenian	2	......	......	......	......	......	1	......	......	1
Spanish	2	......	......	......	......	......	......	......	......	2
Swedish	112	......	......	1	2	3	26	2	19	59
Syrian	2	......	......	1	......	......	......	1	......	......
Welsh	5	......	......	......	......	......	4	......	......	1
Austrian (race not specified)	3	......	......	1	......	......	1	1	......	......
Belgian (race not specified)	1	......	......	......	......	......	......	......	......	1
Swiss (race not specified)	2	......	......	......	......	......	1	......	......	1
Total	894	9	34	43	41	38	159	73	129	368

MAINTENANCE OF WAY AND CONSTRUCTION.

Race.	Number reporting complete data.	Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	1	......	......	......	......	1	......	......	......	......
Bulgarian	3	......	......	2	1	......	......	......	......	......
Canadian, French	1	......	......	......	......	......	......	......	......	1
Canadian, Other	13	......	......	......	......	......	1	2	3	7
Dalmatian	5	......	1	3	1	......	......	......	......	......
Danish	13	......	3	1	......	1	1	1	......	6
Dutch	1	......	......	......	......	......	......	......	......	1
English	23	......	1	......	2	......	5	4	2	9
Finnish	22	1	......	1	3	4	4	4	3	2
Flemish	1	......	......	......	......	......	......	......	1	......
French	3	......	......	......	......	1	1	......	......	1
German	32	1	1	3	......	......	2	3	3	19
Greek	104	4	19	33	14	9	25	......	......	......
Herzegovinian	43	......	7	20	12	3	1	......	......	......
Irish	142	3	5	6	11	4	16	6	20	71
Italian, North	314	8	22	49	57	39	96	19	16	8
Italian, South	106	5	6	16	18	8	31	9	5	8
Japanese	54	......	2	4	21	14	10	3	......	......
Korean	2	......	......	1	1	......	......	......	......	......
Macedonian	1	......	......	......	1	......	......	......	......	......

TABLE 52.—*Number of foreign-born male employees in the United States each specified number of years, by race and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION—Continued.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Magyar	1					1				
Mexican	538	20	71	91	88	41	146	44	21	16
Montenegrin	1				1					
Norwegian	61	3	3	12	3	2	8	2	7	21
Polish	2						1			1
Portuguese	7						1		1	5
Roumanian	3				1		2			
Russian	14	9	3		2					
Scotch	5			1						4
Servian	5		1	3	1					
Slovenian	6	1	1	1	2					1
Spanish	2	1	1							
Swedish	93	6	4	7	3	6	22	6	9	30
Syrian	3					1	2			
Turkish	8			2	3	2	1			
Welsh	2									2
Austrian (race not specified)	45	2	1	11	11	8	10	1		1
Swiss (race not specified)	2									2
Total	1,682	64	152	267	257	145	386	104	91	216

SHOPS AND POWER PLANT.

Race.	Number reporting complete data.	Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	1							1		
Canadian, French	7									7
Canadian, Other	44	1	2	4	2	1	3	7	8	16
Croatian	1						1			
Cuban	1									1
Dalmatian	2		1			1				
Danish	24			2		1	3	1	6	11
Dutch	1		1							
English	115		7	8	8	2	11	8	7	64
Finnish	5							1	2	2
French	7			2		1	1		1	2
German	64		1	2	1	2	6	2	15	35
Greek	10			1	2		6			1
Hebrew (other than Russian)	1									1
Herzegovinian	2			2						
Icelander	1						1			
Irish	76		2	3	5	3	8	2	9	44
Italian, North	45		2	12	5	7	7	3	6	3
Italian, South	35		4	5	4	4	12	1	3	2
Japanese	48		1	14	10	6	15	2		
Magyar	4				2	1	1			
Mexican	4			1	1		2			
Norwegian	14					1	1	3	3	6
Polish	5							1	2	2
Portuguese	6				1		1		2	2
Russian	3		1	1					1	
Scotch	24		4	3		2		1	3	11
Servian	2		1			1				
Slovak	3						1			2
Spanish	2						1			1
Swedish	50			1	1		11	2	9	26
Syrian	2				1	1				
Welsh	17		3	3			2	2	3	4
Austrian (race not specified)	4		1				2			1
Swiss (race not specified)	9		1		1	2	1		1	3
Total	639	1	32	64	44	36	97	37	81	247

TABLE 52.—*Number of foreign-born male employees in the United States each specified number of years, by race and by department*—Continued.

ELECTRICIANS AND LINEMEN.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian, French	2									2
Canadian, Other	7					1	4			2
Danish	1									1
Dutch	1							1		
English	18	1	2	1	1	1	1	1	1	9
Finnish	1						1			
Flemish	1									1
German	9						2		1	6
Hebrew, Other	1									1
Irish	13				1	1	7	3		1
Italian, North	3					1		1		1
Norwegian	5			1		1	2			1
Scotch	1									1
Slovak	1								1	
Swedish	3						3			
Total	67	1	2	2	2	5	20	6	3	26

TABLE 53.—*Ability to speak English of foreign-born male employees, by years in the United States and race and by department.*

OPERATING DEPARTMENT.

[By years in the United States is meant years since first arrival in the United States. This table include only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	7	7	3	3			4	4
Canadian, French	13	13	3	3			10	10
Dalmatian	2	2	1	1	1	1		
Danish	62	62	12	12	4	4	46	46
Dutch	10	9	4	3			6	6
East Indian	1	1	1	1				
Finnish	3	3			2	2	1	1
Flemish	2	2			1	1	1	1
French	10	10			1	1	9	9
German	110	110	8	8	10	10	92	92
Greek	6	6	2	2	1	1	3	3
Hebrew, Russian	5	5			2	2	3	3
Hebrew, Other	2	2			1	1	1	1
Herzegovinian	2	2	2	2				
Italian, North	5	4			3	2	2	2
Italian, South	1	1	1	1				
Mexican	1	1					1	1
Norwegian	47	47	7	7	15	15	25	25
Lithuanian	1	1			1	1		
Polish	2	2			1	1	1	1
Portuguese	4	4					4	4
Roumanian	6	6			5	5	1	1
Russian	3	3			2	2	1	1
Slovenian	2	2			1	1	1	1
Spanish	2	2					2	2
Swedish	111	111	6	6	26	26	79	79
Syrian	2	2	1	1			1	1
Austrian (race not specified)	3	3	1	1	1	1	1	1
Belgian (race not specified)	1	1					1	1
Swiss (race not specified)	2	2			1	1	1	1
Total	428	426	52	51	79	78	297	297

Table 53.—*Ability to speak English of foreign-born male employees, by years in the United States and race and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	1	1	1	1				
Bulgarian	3		3					
Canadian, French	1	1					1	1
Dalmatian	5	1	5	1				
Danish	13	13	5	5	1	1	7	7
Dutch	1	1					1	1
Finnish	22	22	9	9	4	4	9	9
Flemish	1	1					1	1
French	3	3	1	1	1	1	1	1
German	32	31	5	4	2	2	25	25
Greek	104	67	79	46	25	21		
Herzegovinian	43	4	42	3	1	1		
Italian, North	314	175	175	76	96	62	43	37
Italian, South	105	58	53	25	30	19	22	14
Japanese	54	24	41	13	10	8	3	3
Korean	2		2					
Macedonian	1		1					
Magyar	1	1	1	1				
Mexican	535	92	310	27	144	31	81	34
Montenegrin	1	1	1	1				
Norwegian	61	59	23	21	8	8	30	30
Polish	2	2			1	1	1	1
Portuguese	7	7			1	1	6	6
Roumanian	3	3	1	1	2	2		
Russian	14	2	14	2				
Servian	5	1	5	1				
Slovenian	6	1	5				1	1
Spanish	2		2					
Swedish	93	90	26	23	22	22	45	45
Syrian	3	2	1		2	2		
Turkish	8	6	7	5	1	1		
Austrian (race not specified)	45	39	33	27	10	10	2	2
Swiss (race not specified)	2	2					2	2
Total	1,493	710	851	293	361	197	281	220

Table 53.—*Ability to speak English of foreign-born male employees, by years in the United States and race and by department*—Continued.

SHOPS AND POWER PLANT.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	1	1					1	1
Canadian, French	7	7					7	7
Croatian	1	1			1	1		
Cuban	1	1					1	1
Dalmatian	2	2	2	2				
Danish	24	24	3	3	3	3	18	18
Dutch	1	1	1	1				
Finnish	5	5					5	5
French	7	7	3	3	1	1	3	3
German	64	63	6	5	6	6	52	52
Greek	10	10	3	3	6	6	1	1
Hebrew (other than Russian)	1	1					1	1
Herzegovinian	2		2					
Icelander	1	1			1	1		
Italian, North	46	34	26	18	7	4	12	12
Italian, South	35	28	17	13	12	10	5	5
Japanese	48	37	31	24	15	11	2	2
Magyar	4	2	3	1	1	1		
Mexican	4	2	2		2	2		
Norwegian	14	14	1	1	1	1	12	12
Polish	5	4					5	4
Portuguese	6	6	1	1	1	1	4	4
Russian	3	2	2	1			1	1
Servian	2	2	2	2				
Slovak	3	3			1	1	2	2
Spanish	2	2			1	1	1	1
Swedish	50	48	2	1	11	10	37	37
Syrian	2	2	2	2				
Austrian (race not specified)	4	4	1	1	2	2	1	1
Swiss (race not specified)	9	8	4	3	1	1	4	4
Total	363	322	114	85	73	63	176	174

ELECTRICIANS AND LINEMEN.

Race.	Number reporting complete data.	Number who speak English.	Under 5: Number.	Under 5: Number who speak English.	5 to 9: Number.	5 to 9: Number who speak English.	10 or over: Number.	10 or over: Number who speak English.
Canadian, French	2	2					2	2
Danish	1	1					1	1
Dutch	1	1					1	1
Finnish	1	1			1	1		
Flemish	1	1					1	1
German	9	9			2	2	7	7
Hebrew, Other	1	1					1	1
Italian, North	3	3	1	1			2	2
Norwegian	5	5	2	2	2	2	1	1
Slovak	1	1					1	1
Swedish	3	3			3	3		
Total	28	28	3	3	8	8	17	17

TABLE 54.—*Number of foreign-born male employees who read English and number who read and write English, by race and by department.*

OPERATING DEPARTMENT.

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian and Moravian	7	7	7
Canadian, French	13	13	13
Dalmatian	2	2	2
Danish	62	62	62
Dutch	10	9	9
East Indian	1	1	1
Finnish	3	3	2
Flemish	2	2	2
French	10	10	10
German	110	110	110
Greek	6	6	5
Hebrew, Russian	5	5	5
Hebrew, Other	2	2	2
Herzegovinian	2	2	1
Italian, North	5	4	4
Italian, South	1	....	....
Lithuanian	1	1	1
Mexican	1	1	1
Norwegian	47	47	45
Polish	2	2	2
Portuguese	4	4	4
Roumanian	6	6	6
Russian	3	3	3
Slovenian	2	2	2
Spanish	2	2	2
Swedish	111	111	111
Syrian	2	2	2
Austrian (race not specified)	3	3	3
Belgian (race not specified)	1	1	1
Swiss (race not specified)	2	2	2
Total	428	425	420

MAINTENANCE OF WAY AND CONSTRUCTION.

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian and Moravian	1	1	1
Bulgarian	3	....	....
Canadian, French	1	1	1
Dalmatian	5	1	1
Danish	13	8	8
Dutch	1	1	1
Finnish	22	16	16
Flemish	1	1	1
French	3	2	2
German	33	27	26
Greek	104	35	34
Herzegovinian	43	4	4
Italian, North	314	42	32
Italian, South	105	18	13
Japanese	54	16	15
Korean	2	....	....
Macedonian	1	....	....
Magyar	1	1	1
Mexican	538	43	20
Montenegrin	1	....	....
Norwegian	61	47	43
Polish	2	1	1
Portuguese	7	3	3
Roumanian	3	2	2
Russian	14	2	2

TABLE 54.—*Number of foreign-born male employees who read English and number who read and write English, by race and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION—Continued.

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Servian	5	....	....
Slovenian	6	....	....
Spanish	2	....	....
Swedish	93	73	71
Syrian	3	2	2
Turkish	8	2	1
Austrian (race not specified)	45	12	11
Swiss (race not specified)	5	2	2
Total	1,493	363	334

SHOPS AND POWER PLANT.

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian and Moravian	1	1	1
Canadian, French	7	6	5
Croatian	1	1	1
Cuban	1	1	1
Dalmatian	2	2	2
Danish	24	24	22
Dutch	1	1	1
Finnish	5	5	5
French	7	7	7
German	64	63	63
Greek	10	8	8
Hebrew (other than Russian)	1	1	1
Herzegovinian	2	....	....
Icelander	1	1	1
Italian, North	45	27	23
Italian, South	35	20	19
Japanese	48	36	36
Magyar	4	1	1
Mexican	4	3	1
Norwegian	14	14	14
Polish	5	3	3
Portuguese	6	4	3
Russian	3	2	2
Servian	2	2	2
Slovak	3	3	3
Spanish	2	2	2
Swedish	50	50	47
Syrian	2	....	....
Austrian (race not specified)	4	4	4
Swiss (race not specified)	9	8	8
Total	363	300	294

ELECTRICIANS AND LINEMEN.

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Canadian, French	2	2	2
Danish	1	1	1
Dutch	1	1	1
Finnish	1	1	1
Flemish	1	1	1
German	9	9	9
Hebrew, Other	1	1	1
Italian, North	3	3	3
Norwegian	5	3	2
Slovak	1	1	1
Swedish	3	3	3
Total	28	26	25

TABLE 55.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race and by department.*

OPERATING DEPARTMENT.

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	7	6	6
Canadian, French	13	13	12
Dalmatian	2	2	2
Danish	62	59	59
Dutch	10	8	8
East Indian	1	1	1
Finnish	3	2	2
Flemish	2	1	1
French	10	10	10
German	110	100	96
Greek	6	6	6
Hebrew, Russian	5	3	3
Hebrew, Other	2	2	2
Herzegovinian	2	2	2
Italian, North	5	5	5
Italian, South	1	1	1
Lithuanian	1	1	1
Mexican	1	1	1
Norwegian	47	45	45
Polish	2	2	2
Portuguese	4	2	2
Roumanian	6	6	6
Russian	3	3	3
Slovenian	2	2	2
Spanish	2	2	2
Swedish	111	108	108
Syrian	2	2	2
Austrian (race not specified)	3	3	3
Belgian (race not specified)	1	1	1
Swiss (race not specified)	2	1	1
Total	428	400	395

MAINTENANCE OF WAY AND CONSTRUCTION.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	1	1	1
Bulgarian	3	....	....
Canadian, French	1	1	1
Dalmatian	5	5	5
Danish	13	13	13
Dutch	1	....	....
Finnish	22	21	21
Flemish	1	1	1
French	3	3	3
German	32	30	30
Greek	104	87	87
Herzegovinian	43	29	29
Italian, North	314	266	264
Italian, South	105	73	73
Japanese	54	46	46
Korean	2	2	2
Macedonian	1	1	1
Magyar	1	1	1
Mexican	535	266	241
Montenegrin	1	1	1
Norwegian	61	60	60
Polish	2	1	1
Portuguese	7	3	3
Roumanian	3	2	2
Russian	14	7	7

Table 55.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race and by department*—Contd.

MAINTENANCE OF WAY AND CONSTRUCTION—Continued.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Servian	5	2	2
Slovenian	6	5	5
Spanish	2	2	2
Swedish	93	92	92
Syrian	3	3	3
Turkish	8	6	6
Austrian (race not specified)	45	38	38
Swiss (race not specified)	2	2	2
Total	1,493	1,070	1,043

SHOPS AND POWER PLANT.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	1	1	1
Canadian, French	7	6	6
Croatian	1	1	1
Cuban	1	1	1
Dalmatian	2	2	2
Danish	24	24	24
Dutch	1	1	1
Finnish	5	5	5
French	7	6	6
German	64	63	63
Greek	10	10	10
Hebrew, Other	1	1	1
Herzegovinian	2	2	2
Icelander	1	1	1
Italian, North	45	43	42
Italian, South	35	33	33
Japanese	48	48	48
Magyar	4	4	4
Mexican	4	4	4
Norwegian	14	14	14
Polish	5	4	4
Portuguese	6	4	4
Russian	3	2	2
Servian	2	2	1
Slovak	3	2	2
Spanish	2	2	2
Swedish	50	49	49
Syrian	2	1	1
Austrian (race not specified)	4	4	4
Swiss (race not specified)	9	9	9
Total	363	349	347

ELECTRICIANS AND LINEMEN.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Canadian, French	2	2	1
Danish	1	1	1
Dutch	1	1	1
Finnish	1	1	1
Flemish	1	1	1
German	9	9	8
Hebrew, Other	1	1	1
Italian, North	3	2	2
Norwegian	5	5	5
Slovak	1	1	1
Swedish	3	3	3
Total	28	27	25

TABLE 56.—*Number of male employees who read and number who read and write, by general nativity and race and by department.*

OPERATING DEPARTMENT.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	2,412	2,412	2,412
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	5	5	5
Azores	1	1	1
Belgium	3	3	3
Canada	72	72	72
Denmark	24	24	24
England	112	112	112
France	16	16	16
Germany	221	221	221
Ireland	124	124	124
Italy	4	4	4
Mexico	4	4	4
Netherlands	4	4	4
Norway	16	16	16
Portugal	15	15	15
Russia	8	8	8
Scotland	48	48	48
Spain	2	2	2
Sweden	25	25	25
Switzerland	6	6	6
Wales	8	8	8
Total	718	718	718
Total native-born	3,130	3,130	3,130
Foreign-born, by race:			
Bohemian and Moravian	7	7	7
Canadian, French	13	13	13
Canadian, Other	123	123	123
Dalmatian	2	2	2
Danish	62	62	62
Dutch	10	9	9
East Indian	1	1	1
English	120	120	120
Finnish	3	3	3
Flemish	2	2	2
French	10	10	10
German	110	110	110
Greek	6	6	6
Hebrew, Russian	5	5	5
Hebrew, Other	2	2	2
Herzegovinian	2	2	2
Irish	176	176	176
Italian, North	5	5	5
Italian, South	1	1	1
Lithuanian	1	1	1
Mexican	1	1	1
Norwegian	47	47	47
Polish	2	2	2
Portuguese	4	4	4
Roumanian	6	6	6
Russian	3	3	3
Scotch	43	43	43
Slovenian	2	2	2
Spanish	2	2	2
Swedish	111	111	111
Syrian	2	2	2
Welsh	5	5	5
Austrian (race not specified)	3	3	3
Belgian (race not specified)	1	1	1
Swiss (race not specified)	2	2	2
Total foreign-born	895	894	894
Grand total	4,025	4,024	4,024

TABLE 56.—*Number of male employees who read and number who read and write, by general nativity and race, and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father:			
White	176	175	175
Negro	24	22	21
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	2	2	2
Canada	6	6	6
Cuba	1	1	1
Denmark	2	2	2
England	11	11	11
France	1	1	1
Germany	29	29	29
Ireland	20	20	20
Italy	2	2	2
Mexico	15	11	11
Norway	8	8	8
Portugal	2	2	2
Scotland	4	4	4
Sweden	10	10	10
Switzerland	1	1	1
Wales	1	1	1
Total	115	111	111
Total native-born	315	308	307
Foreign-born, by race:			
Bohemian and Moravian	1	1	1
Bulgarian	3	.....	.....
Canadian, French	1	1	1
Canadian, Other	13	13	13
Dalmatian	5	5	5
Danish	13	13	13
Dutch	1	1	1
English	23	22	22
Finnish	22	21	21
Flemish	1	1	1
French	3	3	3
German	32	30	30
Greek	104	88	88
Herzegovinian	45	29	29
Irish	142	137	136
Italian, North	314	267	264
Italian, South	105	75	74
Japanese	54	46	46
Korean	2	2	2
Macedonian	1	1	1
Magyar	1	1	1
Mexican	535	273	245
Montenegrin	1	1	1
Norwegian	61	61	61
Polish	2	2	2
Portuguese	7	4	4
Roumanian	3	2	2
Russian	14	7	7
Scotch	5	5	5
Servian	5	2	2
Slovenian	6	5	5
Spanish	2	2	2
Swedish	93	92	92
Syrian	3	3	3
Turkish	6	6	6
Welsh	2	2	2
Austrian (race not specified)	45	38	38
Swiss (race not specified)	2	2	2
Total foreign-born	1,678	1,264	1,231
Grand total	1,993	1,572	1,538

Table 56.—*Number of male employees who read and number who read and write, by general nativity and race, and by department*—Continued.

SHOPS AND POWER PLANT.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	650	650	650
Negro	8	8	8
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	4	4	4
Azores	2	2	2
Canada	17	17	17
Denmark	7	7	7
England	52	52	52
France	13	13	13
Germany	94	94	94
Ireland	58	58	58
Italy	5	5	5
Mexico	3	3	3
Portugal	9	9	9
Norway	6	6	6
Russia	1	1	1
Scotland	13	13	13
Spain	1	1	1
Sweden	10	10	10
Switzerland	4	4	4
Wales	6	6	6
South America (country not specified)	2	2	2
Total	307	307	307
Total native-born	965	965	965
Foreign-born, by race:			
Bohemian and Moravian	1	1	1
Canadian, French	7	7	6
Canadian, Other	44	44	44
Croatian	1	1	1
Cuban	1	1	1
Dalmatian	2	2	2
Danish	24	24	24
Dutch	1	1	1
English	115	115	114
Finnish	5	5	5
French	7	7	7
German	64	64	64
Greek	10	10	10
Hebrew (other than Russian)	1	1	1
Herzegovinian	2	2	2
Icelander	1	1	1
Irish	76	75	75
Italian, North	45	44	43
Italian, South	35	33	33
Japanese	48	48	48
Magyar	4	4	4
Mexican	4	4	4
Norwegian	14	14	14
Polish	5	4	4
Portuguese	6	5	5
Russian	3	3	3
Scotch	25	25	25
Servian	2	2	2
Slovak	3	3	3
Spanish	2	2	2
Swedish	50	50	50
Syrian	2	1	1
Welsh	17	17	17
Austrian (race not specified)	4	4	4
Swiss (race not specified)	9	9	9
Total foreign-born	640	633	630
Grand total	1,605	1,598	1,595

Table 56.—*Number of male employees who read and number who read and write, by general nativity and race, and by department*—Continued.

ELECTRICIANS AND LINEMEN.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father, White	259	259	259
Native-born of foreign father, by country of birth of father:			
Australia	1	1	1
Austria-Hungary	2	2	2
Canada	9	9	9
Denmark	1	1	1
England	16	16	16
France	2	2	2
Germany	30	30	30
Ireland	12	12	12
Italy	1	1	1
Portugal	1	1	1
Scotland	3	3	3
Sweden	6	6	6
Wales	1	1	1
Total	85	85	85
Total native-born	344	344	344
Foreign-born by race:			
Canadian, French	2	2	2
Canadian, Other	7	7	7
Danish	1	1	1
Dutch	1	1	1
English	18	18	18
Finnish	1	1	1
Flemish	1	1	1
German	9	9	9
Hebrew, Other	1	1	1
Irish	13	13	13
Italian, North	3	3	3
Norwegian	5	5	5
Scotch	1	1	1
Slovak	1	1	1
Swedish	3	3	3
Total foreign-born	67	67	67
Grand total	411	411	411

TABLE 57.—*Conjugal condition of male employees, by age groups and general nativity and race and by department.*

OPERATING DEPARTMENT.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	2,411	4	......	......	4	538	585	27	1,150	211	803	46	1,060	18	153	26	197	771	1,541	99	2,411
Native-born of foreign father by country of birth of father:																					
Austria-Hungary	5	......	......	......	......	1	2	......	3	......	2	......	2	......	......	......	......	1	4	......	5
Azores	1	......	......	......	......	......	......	......	......	......	......	1	1	......	......	......	......	......	......	1	1
Belgium	3	......	......	......	......	......	......	......	......	......	3	......	3	......	......	......	......	......	3	......	3
Canada	73	......	......	......	......	12	15	1	28	14	28	1	43	......	......	1	1	26	43	3	73
Denmark	24	......	......	......	......	10	6	1	17	1	5	1	7	......	......	......	......	11	11	2	24
England	112	......	......	......	......	22	23	1	46	10	40	3	53	1	12	......	13	33	75	4	112
France	16	......	......	......	......	6	3	......	9	2	3	......	5	......	2	......	2	8	8	......	16
Germany	221	1	......	......	1	50	49	......	99	22	83	1	106	2	11	2	15	75	143	3	221
Ireland	124	......	......	......	......	31	18	......	49	20	40	2	62	2	6	5	13	53	64	7	124
Italy	4	......	......	......	......	......	3	......	3	......	1	......	1	......	......	......	......	......	4	......	4
Mexico	4	......	......	......	......	1	2	......	3	......	1	......	1	......	......	......	......	1	3	......	4
Netherlands	4	......	......	......	......	1	2	......	3	1	......	......	1	......	......	......	......	2	2	......	4
Norway	16	......	......	......	......	7	2	......	9	1	6	......	7	......	......	......	......	8	8	......	16
Portugal	15	......	......	......	......	4	4	......	8	3	4	......	7	......	......	......	......	7	8	......	15
Russia	8	......	......	......	......	2	3	......	5	1	2	......	3	......	......	......	......	3	5	......	8
Scotland	48	......	......	......	......	7	6	......	13	4	26	......	30	......	4	1	5	11	36	1	48
Spain	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Sweden	25	......	......	......	......	8	5	......	13	4	7	......	11	......	1	......	1	12	13	......	25
Switzerland	6	......	......	......	......	2	1	......	3	1	1	......	2	......	1	......	1	3	3	......	6
Wales	8	......	......	......	......	1	2	......	3	......	4	......	4	1	......	......	1	2	6	......	8
Total	718	1	......	......	1	166	146	3	315	84	257	9	350	6	37	9	52	257	440	21	718
Total native-born	3,129	5	......	......	5	704	731	30	1,465	295	1,060	55	1,410	24	190	35	249	1,028	1,981	120	3,129

Foreign-born, by race:																					
Bohemian and Moravian	7					2	1		3	1	3		4					3	4		7
Canadian, French	13					3	1		4	2	6		8			1	1	5	7	1	13
Canadian, Other	123					19	14		33	14	50	2	66	2	20	2	24	33	84	4	123
Dalmatian	2					2			2									2			2
Danish	61					11	8		19	8	25	1	34	1	6	1	8	20	39	2	61
Dutch	10					1	1		2	1	6		7		1		1	2	8		10
East Indian	1									1			1					1			1
English	130					34	15		49	9	35	4	48	1	21	1	23	44	71	5	130
Finnish	3					1	2		3									1	2		3
Flemish	2					1		1	2									1		1	2
French	10					2	1		3		5		5		2		2	3	8		10
German	110					23	11		34	17	45	2	64	1	11		12	41	67	2	110
Greek	6					3			3	1	1		2	1			1	5	1		6
Hebrew, Other	2					1			1			1	1					1		1	2
Hebrew, Russian	5					1	2		3	1	1		2					2	3		5
Herzegovinian	2					1			1	1			1					2			2
Irish	174					65	10		75	20	41	3	74	7	16	2	25	102	67	5	174
Italian, North	5					2	1		3		1	1	2					2	2	1	5
Italian, South	1									1			1					1			1
Lithuanian	1					1			1									1			1
Mexican	1										1		1						1		1
Norwegian	47					11	11		22	10	9	2	21	1	3		4	22	23	2	47
Polish	2					1	1		2									1	1		2
Portuguese	4						2		2		2		2						4		4
Roumanian	6					3	2		5		1		1					3	3		6
Russian	3					1	1		2						1		1	1	2		3
Scotch	43					6	1		7	4	17	1	22	2	7	5	14	12	25	6	43
Slovenian	2						2		2										2		2
Spanish	2					1			1		1		1					1	1		2
Swedish	112					20	13		33	8	46	5	59		20		20	25	79	5	112
Syrian	2					2			2									2			2
Welsh	5					1	1		2	1	2		3					2	3		5
Austrian (race not specified)	3					2	1		3									3	1		3
Belgian (race not specified)	1						1		1										1		1
Swiss (race not specified)	2					1			1		1		1					1	1		2
Total foreign-born	903					222	103	1	356	110	300	22	431	16	108	12	136	348	510	35	903
Grand total	4,022	5			5	926	834	31	1,791	405	1,309	77	1,841	40	298	47	385	1,376	2,401	155	4,022

TABLE 57.—*Conjugal condition of male employees, by age groups and general nativity and race and by department*—Continued.

MAINTENANCE OF WAY AND CONSTRUCTION.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	176	6			6	27	26	2	55	10	50	1	61	4	47	3	54	47	123	6	176
Negro	24	1			1	4	2		6	2	10	1	13		2	2	4	7	14	3	24
Native-born of foreign father by country of birth of father:																					
Austria-Hungary	2	1			1						1		1					1	1		2
Canada	5										4		4	1			1	1	4		5
Cuba	1										1		1						1		1
Denmark	2		1		1						1		1						2		2
England	11									2	5		7		3	1	4	2	8	1	11
France	1									1			1					1			1
Germany	27	1			1	6	2		8	4	4	1	9	1	7	1	9	12	13	2	27
Ireland	20					2		1	3	2	5	2	9	3	4	1	8	7	9	4	20
Italy	2					1			1		1		1					1	1		2
Mexico	15	3			3	3	5		8		3		3		1		1	6	9		15
Norway	8	5			5	1	1		2	1			1					7	1		8
Portugal	2										2		2						2		2
Scotland	4						1		1		3		3						4		4
Sweden	10	2			2	3	4		7		1		1					5	5		10
Switzerland	1														1		1		1		1
Wales	1					1			1									1			1
Total	112	12	1		13	17	13	1	31	10	31	3	44	5	16	3	24	44	61	7	112
Total native-born	312	19	1		20	48	41	3	92	22	91	5	118	9	65	8	82	98	198	16	312
Foreign-born, by race:																					
Bohemian and Moravian	1													1			1	1			1
Bulgarian	3									1	1	1	3					1	1	1	3
Canadian, French	1														1		1		1		1
Canadian, Other	13						2		2	1	7		8	1	2		3	2	11		13
Dalmatian	5	1			1	3			3		1		1					4	1		5

Danish	13	......	......	......	......	2	......	1	3	2	2	......	4	......	5	1	6	4	7	2	13
Dutch	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1	1	......	......	1
English	23	2	......	......	2	3	......	......	3	2	8	1	11	1	6	......	7	8	14	1	23
Finnish	22	1	......	......	1	10	1	......	11	4	2	......	6	2	1	1	4	17	4	1	22
Flemish	1	......	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	......	......	1	1
French	3	......	......	......	......	1	......	......	1	1	1	......	2	......	......	......	......	2	1	......	3
German	22	5	......	......	5	......	......	......	......	2	6	1	9	4	13	1	18	11	19	2	22
Greek	103	4	......	......	4	52	9	......	61	7	25	......	32	......	5	1	6	63	39	1	103
Herzegovinian	45	5	......	......	5	33	1	......	33	3	4	......	7	......	......	......	......	40	5	......	45
Irish	147	......	......	......	......	29	2	......	31	21	38	2	61	12	34	4	30	62	74	6	142
Italian, North	314	12	......	......	12	107	51	......	158	20	90	4	123	......	19	2	21	148	160	6	314
Italian, South	106	4	......	......	4	26	20	......	46	12	32	......	44	1	11	......	12	43	63	......	106
Japanese	54	2	......	......	2	19	6	......	25	9	13	1	23	1	2	1	4	21	21	2	54
Korean	2	......	......	......	......	1	......	......	1	......	......	......	......	......	......	1	1	1	......	1	2
Macedonian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Magyar	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Mexican	535	39	......	......	39	177	80	2	259	65	119	11	195	6	30	7	43	286	220	20	535
Montenegrin	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Norwegian	61	1	......	......	1	25	2	......	27	10	11	1	22	3	8	......	11	39	21	1	61
Polish	2	......	......	......	......	1	......	......	1	......	......	......	......	......	1	......	1	1	1	......	2
Portuguese	7	......	......	......	......	......	......	......	......	......	4	......	4	......	3	......	3	......	7	......	7
Roumanian	3	......	......	......	......	1	......	......	1	2	......	......	2	......	......	......	......	3	......	......	3
Russian	15	1	......	......	1	5	2	......	7	......	4	......	4	1	2	......	3	7	8	......	15
Scotch	5	......	......	......	......	......	......	......	......	1	2	1	4	1	......	......	1	2	2	1	5
Servian	5	......	......	......	......	4	......	......	4	......	1	......	1	......	......	......	......	4	1	......	5
Slovenian	6	1	......	......	1	......	......	......	......	1	2	......	3	......	2	......	2	2	4	......	6
Spanish	2	......	......	......	......	......	......	......	......	2	......	......	2	......	......	......	......	2	......	......	2
Swedish	93	2	......	......	2	30	4	......	34	16	13	1	30	1	20	6	27	49	37	7	93
Syrian	3	......	1	......	1	2	......	......	2	......	......	......	......	......	......	......	......	2	1	......	3
Turkish	8	......	......	......	......	7	......	......	7	......	1	......	1	......	......	......	......	7	1	......	8
Welsh	2	......	......	......	......	......	......	......	......	......	......	......	......	......	2	......	2	......	2	......	2
Austrian (race not specified)	45	......	......	......	......	20	6	......	26	9	9	......	18	......	1	......	1	29	16	......	45
Swiss (race not specified)	2	......	......	......	......	1	......	......	1	......	......	1	1	......	......	......	......	1	......	1	2
Total foreign-born	1,651	79	1	......	80	559	186	3	748	200	397	25	622	36	169	26	231	874	753	54	1,651
Grand total	1,903	98	2	......	100	607	227	6	840	222	488	30	740	45	234	34	313	972	961	70	1,903

TABLE 57.—*Conjugal condition of male employees, by age groups and general nativity and race and by department*—Continued.

SHOPS AND POWER.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		18 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	648	26			26	141	89	1	231	39	217	13	269	7	105	10	122	213	411	24	648
Negro	8						1		1		5		5	1		1	2	1	6	1	8
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	4					2	2		4									2	2		4
Azores	2					1	1		2									1	1		2
Canada	17	4			4	3	3		6		3		3		3	1	4	7	9	1	17
Denmark	7					3	3		6						1		1	3	4		7
England	52	7			7	11	2	1	14	3	17	1	21		10		10	21	29	2	52
France	13	1			1	3	1		4		5		5		2	1	3	4	8	1	13
Germany	94	5			5	21	15		36	12	31		43	2	8		10	40	54		94
Ireland	58	1			1	10	5		15	14	15		29		13		13	25	33		58
Italy	5					4	1		5									4	1		5
Mexico	3						1		1	1	1		2					1	2		3
Norway	9					3	1		4	1	3		4		1		1	4	5		9
Portugal	6					3	1		4	1		1	2					4	1	1	6
Russia	1									1			1					1			1
Scotland	13	3			3		2		2	1	3		4		4		4	4	9		13
Spain	1									1			1					1			1
Sweden	10	2			2	2	1		3					1	3	1	5	5	4	1	10
Switzerland	4					1			1		2	1	3					1	2	1	4
Wales	6					2	2		4						2		2	2	4		6
South America (country not specified)	2									1	1		2					1	1		2
Total	307	23			23	69	41	1	111	36	81	3	120	3	47	3	53	131	169	7	307
Total native-born	963	49			49	210	131	2	343	75	303	16	394	11	152	14	177	345	586	32	963

Foreign-born, by race:																					
Bohemian and Moravian	1														1		1		1		1
Canadian, French	7										1		1	1	4	1	6	1	5	1	7
Canadian, Other	44	1			1	5	3		8	2	17	1	20	1	14		15	9	34	1	44
Croatian	1					1			1									1			1
Cuban	1														1		1		1		1
Dalmatian	2					1			1		1		1					1	1		2
Danish	24					2	4		6	2	9		11	2	3	2	7	6	16	2	24
Dutch	1													1			1	1			1
English	114	1			1	14	8		22	11	44		55	5	30	1	36	31	82	1	114
Finnish	5					1			1		1		1		3		3	1	4		5
French	7					3			3	1			1		2	1	3	4	2	1	7
German	54					2	6		8	5	21	2	28	3	23	2	28	10	40	4	54
Greek	10					4			4	3	2		5		1		1	7	3		10
Hebrew, Other	1										1		1						1		1
Herzegovinian	2					1	1		2									1	1		2
Icelander	1					1			1									1			1
Irish	76					17	2		19	11	17	1	29	3	22	3	28	31	41	4	76
Italian, North	45	5			5	14	5		19	3	15		18		2	1	3	22	22	1	45
Italian, South	35	2			2	11	6		17	3	11		14		2		2	16	19		35
Japanese	48	1			1	22	2		24	5	18		23					28	20		48
Magyar	4					2	1		3		1		1					2	2		4
Mexican	4					3	1		4									3	1		4
Norwegian	14					2	1		3		8		8	1	2		3	3	11		14
Polish	5										1		1		4		4		5		5
Portuguese	6	1			1	1	1		2		2		2		1		1	2	4		6
Russian	3	1			1					1	1		2					2	1		3
Scotch	25					5	1		6	2	9	1	12	2	5		7	9	15	1	25
Servian	2					1	1		2									1	1		2
Slovak	3						2		2						1		1		3		3
Spanish	2						1		1	1			1					1	1		2
Swedish	50					6	3		9	8	14	2	24		16	1	17	14	33	3	50
Syrian	1					1			1									1			1
Welsh	17					5	1		6	3	3		6	1	4		5	9	8		17
Austrian (race not specified)	4						1		1	1	1		2		1		1	1	3		4
Swiss (race not specified)	9						1		1	3	2		5		3		3	3	6		9
Total foreign-born	628	12			12	125	52		177	65	200	7	272	20	145	12	177	222	387	19	628
Grand total	1,601	61			61	335	183	2	520	140	503	23	666	31	297	28	354	567	983	51	1,601

TABLE 57.—*Conjugal condition of male employees, by age groups and general nativity and race and by department*—Continued.

ELECTRICIANS AND LINEMEN.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	259	18			18	83	50	4	137	12	73	3	88	1	15		16	114	138	7	259
Native-born of foreign father, by country of birth of father:																					
Australia	1					1			1									1			1
Austria-Hungary	2	1			1	1			1									2			2
Canada	9	1			1	3	2		5		3		3					4	5		9
Denmark	1										1		1						1		1
England	16	1			1	4	3		7	1	5	1	7	1			1	7	8	1	16
France	2									1	1		2					1	1		2
Germany	30	7			7	7	4		11	1	9		10		2		2	15	15		30
Ireland	12	3			3	3	2		5		3		3		1		1	6	6		12
Italy	1					1			1									1			1
Portugal	1						1		1										1		1
Scotland	3					2			2	1			1					3			3
Sweden	6	2			2	2	1		3		1		1					4	2		6
Wales	1									1			1					1			1
Total	85	15			15	24	13		37	5	23	1	29	1	3		4	45	39	1	85
Total native-born	344	33			33	107	63	4	174	17	96	4	117	2	18		20	159	177	8	344
Foreign-born, by race:																					
Canadian, French	2														1	1	2		1	1	2
Canadian, Other	7	3			3	1	1		2	1	1		2					5	2		7
Danish	1										1		1						1		1
Dutch	1						1		1										1		1
English	18	2			2	6	1		7	1	6		7		2		2	9	9		18
Finnish	1									1			1					1			1
Flemish	1										1		1						1		1
German	9					2	1		3	3	2	1	6					5	3	1	9
Hebrew (other than Russian)	1										1		1						1		1
Irish	13					4	4		8	2	2		4		1		1	6	7		13

Italian, North	3	.....	.....	.....	.....	3	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	3
Norwegian	5	.....	.....	.....	.....	3	1	.....	4	.....	1	.....	1	.....	.....	.....	.....	3	2	.....	5
Scotch	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Slovak	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Swedish	3	.....	.....	.....	.....	1	2	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	1	2	.....	3
Total foreign-born	67	5	.....	.....	5	20	11	.....	31	8	17	1	26	.....	4	1	5	33	22	2	67
Grand total	411	38	.....	.....	28	127	74	4	206	25	113	5	143	2	22	1	25	102	209	10	411

Table 58.—*Location of wives of foreign-born employees, by race of husband and by department.*

OPERATING DEPARTMENT.

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	4	4	
Canadian, French	7	7	
Canadian, Other	84	84	
Danish	39	39	
Dutch	8	8	
English	71	71	
Finnish	2	2	
French	8	8	
German	67	67	
Greek	1		1
Hebrew, Russian	3	3	
Irish	67	66	1
Italian, North	2	2	
Mexican	1	1	
Norwegian	23	23	
Polish	1	1	
Portuguese	4	4	
Roumanian	3	3	
Russian	2	2	
Scotch	25	25	
Slovenian	2	2	
Spanish	1	1	
Swedish	79	79	
Welsh	3	3	
Austrian (race not specified)	1	1	
Belgian (race not specified)	1	1	
Swiss (race not specified)	1	1	
Total	510	508	2

MAINTENANCE OF WAY AND CONSTRUCTION.

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bulgarian	1		1
Canadian, French	1	1	
Canadian, Other	11	11	
Dalmatian	1		1
Danish	7	7	
English	14	13	1
Finnish	4	4	
French	1	1	
German	18	16	2
Greek	39	3	36
Herzegovinian	5		5
Irish	74	73	1
Italian, North	160	60	100
Italian, South	62	35	27
Japanese	21	1	20
Macedonian	1		1
Magyar	1	1	
Mexican	228	136	92
Norwegian	21	19	2
Polish	1	1	
Portuguese	7	7	
Russian	8	2	6
Scotch	2	2	
Servian	1		1
Slovenian	4	1	3
Swedish	37	33	4
Syrian	1	1	
Turkish	1		1
Welsh	2	2	
Austrian (race not specified)	16	3	13
Total	750	433	317

TABLE 58.—*Location of wives of foreign-born employees, by race of husband and by department*—Continued.

SHOPS AND POWER PLANT.

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bohemian and Moravian	1	1	
Canadian, French	5	5	
Canadian, Other	34	33	1
Cuban	1	1	
Dalmatian	1	1	
Danish	16	16	
English	82	81	1
Finnish	4	4	
French	2	2	
German	50	48	2
Greek	3	2	1
Hebrew (other than Russian)	1	1	
Herzegovinian	1		1
Irish	41	41	
Italian, North	22	18	4
Italian, South	19	15	4
Japanese	20		20
Magyar	2	2	
Mexican	1	1	
Norwegian	11	11	
Polish	5	5	
Portuguese	4	4	
Russian	1		1
Scotch	15	14	1
Servian	1	1	
Slovak	3	3	
Spanish	1	1	
Swedish	23	23	
Welsh	8	8	
Austrian (race not specified)	3	3	
Swiss (race not specified)	6	6	
Total	387	351	36

ELECTRICIANS AND LINEMEN.

Race of husband.	Number reporting complete data.	In United States.	Abroad.
Canadian, French	1	1	
Canadian, Other	2	2	
Danish	1	1	
Dutch	1	1	
English	9	9	
Flemish	1	1	
German	3	3	
Hebrew (other than Russian)	1	1	
Irish	7	7	
Norwegian	2	2	
Scotch	1	1	
Slovak	1	1	
Swedish	2	2	
Total	32	32	

Table 59.—*Present political condition of foreign-born male employees who have been in the United States 5 years or over and who were 21 years of age or over at time of coming, by race and length of residence and by department.*

OPERATING DEPARTMENT.

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian (other than French)	35	6	6	2	14	1	4	16	21	7	10	18	35
Danish	10	......	1	......	1	......	1	8	9	......	2	8	10
Dutch	1	......	......	......	......	......	......	1	1	......	......	1	1
English	25	4	4	1	9	1	4	11	16	5	8	12	25
Finnish	1	......	1	......	1	......	......	......	......	......	1	......	1
French	3	......	......	......	......	1	......	2	3	1	......	2	3
German	15	1	2	2	5	......	2	8	10	1	4	10	15
Greek	1	......	......	......	......	......	......	1	1	......	......	1	1
Hebrew, Russian	1	......	1	......	1	......	......	......	......	......	1	......	1
Hebrew, Other	1	......	1	......	1	......	......	......	......	......	1	......	1
Irish	38	1	10	4	15	......	......	23	23	1	10	27	38
Italian, North	2	2	......	......	2	......	......	......	......	2	......	......	2
Norwegian	15	1	4	1	6	2	......	7	9	3	4	8	15
Roumanian	1	......	1	......	1	......	......	......	......	......	1	......	1
Russian	1	......	......	......	......	......	......	1	1	......	......	1	1
Scotch	19	1	2	1	4	......	2	13	15	1	4	14	19
Swedish	38	......	10	2	12	......	4	22	26	......	14	24	38
Welsh	2	2	......	......	2	......	......	......	......	2	......	......	2
Swiss (race not specified)	1	......	......	1	1	......	......	......	......	......	......	1	1
Total	210	18	43	14	75	5	17	113	135	23	60	127	210
MAINTENANCE OF WAY AND CONSTRUCTION.													
Canadian (other than French)	5	......	......	......	......	1	......	4	5	1	......	4	5
Danish	6	1	......	......	1	......	1	4	5	1	1	4	6
English	7	1	1	......	2	1	......	4	5	2	1	4	7
Finnish	7	......	1	......	1	1	1	4	6	1	2	4	7
Flemish	1	......	......	......	......	1	......	......	1	1	......	......	1
French	1	1	......	......	1	......	......	......	......	1	......	......	1
German	16	......	1	1	2	3	1	10	14	3	2	11	16
Greek	8	6	2	......	8	......	......	......	......	6	2	......	8
Irish	53	5	7	1	13	4	3	33	40	9	10	34	53
Italian, North	91	60	7	......	67	12	7	5	24	72	14	5	91
Italian, South	36	19	4	......	23	10	1	2	13	29	5	2	36
Mexican	129	82	1	3	86	37	3	3	43	119	4	6	129
Norwegian	16	2	4	......	6	......	1	9	10	2	5	9	16
Polish	1	......	......	......	......	......	......	1	1	......	......	1	1
Portuguese	1	1	......	......	1	......	......	......	......	1	......	......	1
Roumanian	2	......	1	1	2	......	......	......	......	......	1	1	2
Scotch	3	......	......	......	......	1	1	1	3	1	1	1	3
Slovenian	1	......	......	......	......	1	......	......	1	1	......	......	1
Swedish	34	1	7	3	11	1	5	17	23	2	12	20	34
Turkish	1	......	1	......	1	......	......	......	......	......	1	......	1
Austrian (race not specified)	7	5	......	......	5	1	1	......	2	6	1	......	7
Total	426	184	37	9	230	74	25	97	196	258	62	106	426

Table 59.—*Present political condition of foreign-born male employees who have been in the United States 5 years or over and who were 21 years of age or over at time of coming, by race and length of residence and by department*—Continued.

SHOPS AND POWER PLANT.

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	1
Canadian, French	3	.....	.....	.....	.....	1	1	1	3	1	1	1	3
Canadian, Other	15	2	.....	1	3	2	.....	10	12	4	.....	11	15
Croatian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Danish	11	.....	2	1	3	1	1	6	8	1	3	7	11
English	40	1	4	4	9	3	4	24	31	4	8	28	40
Finnish	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
French	2	.....	.....	.....	.....	.....	1	1	2	.....	1	1	2
German	26	2	2	2	6	.....	2	18	20	2	4	20	26
Greek	4	2	2	.....	4	.....	.....	.....	.....	2	2	.....	4
Icelander	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Irish	21	.....	2	.....	2	.....	1	18	19	.....	3	18	21
Italian, North	12	5	2	.....	7	4	1	.....	5	9	3	.....	12
Italian, South	11	4	3	.....	7	1	1	2	4	5	4	2	11
Magyar	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Norwegian	7	.....	1	.....	1	1	2	3	6	1	3	3	7
Polish	4	.....	.....	.....	.....	1	1	2	4	1	1	2	4
Scotch	5	.....	.....	.....	.....	2	.....	3	5	2	.....	3	5
Sovak	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Swedish	27	2	4	2	8	.....	.....	19	19	2	4	21	27
Welsh	6	.....	.....	.....	.....	1	.....	5	6	1	.....	5	6
Austrian (race not specified)	2	.....	.....	1	1	.....	.....	1	1	.....	.....	2	2
Swiss (race not specified)	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Total	204	20	24	11	55	17	16	116	140	37	40	127	204

ELECTRICIANS AND LINEMEN.

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, French	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Canadian, Other	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	1	1
English	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
Finnish	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Irish	6	1	2	1	4	.....	.....	2	2	1	2	3	6
Total	11	1	3	2	6	.....	.....	5	5	1	3	7	11

COLORADO.

TABLE 60.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father, White	85	Foreign-born, by race—Continued.	
Native-born of foreign father, by country of birth of father:		Danish	3
Belgium	1	English	72
Canada	8	Finnish	17
Denmark	1	French	1
England	25	German	13
France	1	Irish	30
Germany	8	Italian, North	19
Ireland	38	Italian, South	5
Italy	1	Norwegian	7
Norway	1	Russian	1
Scotland	7	Scotch	10
Sweden	2	Slovak	1
Wales	7	Slovenian	60
Total	100	Swedish	67
Total native-born	185	Welsh	2
Foreign-born, by race:		Austrian (race not specified)	3
Canadian, French	1	Total foreign-born	341
Canadian, Other	13	Grand total	526
Croatian	4		
Dalmatian	12		

TABLE 61.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19	20 or over.
Canadian, French	1									1
Canadian, Other	13								2	11
Croatian	4						3			1
Dalmatian	12			1	2	2	6		1	
Danish	3									3
English	72	2	3	1		1	4	3	11	47
Finnish	17			2	1	1	5	4	3	1
French	1									1
German	13						1	2	3	7
Irish	30		1		1	1	2	3	4	18
Italian, North	19		1	2		2	6	1	3	4
Italian, South	5		1			1			3	
Norwegian	7		1		1		2	1		2
Russian	1								1	
Scotch	10				1			1	2	6
Slovak	1							1		
Slovenian	60			3	1	9	20	10	9	8
Swedish	67		2	5	5	3	13	8	9	22
Welsh	2									2
Austrian (race not specified)	3			1					2	
Total	341	2	9	15	12	20	62	34	53	134

Table 62.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	85	4	......	......	4	13	10	1	24	8	19	......	27	......	25	5	30	25	54	6	85
Native-born of foreign father, by country of birth of father:																					
Belgium	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Canada	8	......	1	......	1	1	1	......	2	2	2	......	4	1	......	......	1	4	4	......	8
Denmark	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
England	25	4	......	......	4	5	4	......	9	1	8	1	10	......	2	......	2	10	14	1	25
France	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Germany	8	3	......	......	3	1	......	......	1	1	1	......	2	......	2	......	2	5	3	......	8
Ireland	38	3	......	......	3	7	2	......	9	1	12	......	13	2	10	1	13	13	24	1	38
Italy	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Norway	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Scotland	7	......	......	......	......	1	2	......	3	1	1	......	2	......	2	......	2	2	5	......	7
Sweden	2	......	......	......	......	......	......	......	......	2	......	......	2	......	......	......	......	2	......	......	2
Wales	7	......	......	......	......	1	1	......	2	1	3	......	4	......	1	......	1	2	5	......	7
Total	100	10	1	......	11	18	11	......	29	10	27	1	38	3	18	1	22	41	57	2	100
Total native-born	185	14	1	......	15	31	21	1	53	18	46	1	65	3	43	6	52	66	111	8	185
Foreign-born, by race:																					
Canadian, French	1	......	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	......	......	1	1
Canadian, Other	13	......	......	......	......	1	......	......	1	......	6	......	6	1	5	......	6	2	11	......	13
Croatian	4	......	......	......	......	......	1	......	1	......	3	......	3	......	......	......	......	......	4	......	4
Dalmatian	12	......	......	......	......	8	1	......	9	1	2	......	3	......	......	......	......	9	3	......	12
Danish	3	......	......	......	......	......	......	......	......	1	1	......	2	......	1	......	1	1	2	......	3
English	72	......	......	......	......	7	8	......	15	4	27	......	31	4	20	2	26	15	55	2	72
Finnish	17	1	......	......	1	4	4	......	8	3	5	......	8	......	......	......	......	8	9	......	17
French	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
German	13	......	......	......	......	......	......	......	......	4	4	......	8	2	3	......	5	6	7	......	13
Irish	30	......	......	......	......	2	2	......	4	2	12	......	14	1	11	......	12	5	25	......	30

Italian, North	19	......	......	......	......	6	1	......	7	2	9	......	11	......	1	......	1	8	11	......	19
Italian, South	5	......	......	......	......	2	1	......	3	......	2	......	2	......	......	......	......	2	3	......	5
Norwegian	7	......	......	......	......	......	2	......	2	2	3	......	5	......	......	......	......	2	5	......	7
Russian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Scotch	10	......	......	......	......	2	......	......	2	1	5	......	6	1	1	......	2	4	6	......	10
Slovak	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Slovenian	60	......	......	......	......	21	9	......	30	2	22	......	24	......	6	......	6	23	37	......	60
Swedish	67	......	......	......	......	20	5	......	25	7	26	......	33	1	6	2	9	28	37	2	67
Welsh	2	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	2	......	1	1	2
Austrian (race not specified)	3	1	......	......	1	......	......	......	......	1	1	......	2	......	......	......	......	2	1	......	3
Total foreign-born	341	2	......	......	2	73	34	......	107	30	130	......	160	10	56	6	72	115	220	6	341
Grand total	536	16	1	......	17	104	55	1	160	48	170	1	235	13	99	12	194	191	331	14	536

Table 63.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Canadian (other than French)	11	11	....
Croatian	4	4	....
Dalmatian	1	1	....
Danish	2	2	....
English	55	52	3
Finnish	8	8	
French	1	1	....
German	7	7	....
Irish	25	25	....
Italian, North	11	7	4
Italian, South	3	1	2
Norwegian	5	5	....
Russian	1	1	....
Scotch	6	6	....
Slovak	1	1	....
Slovenian	37	30	7
Swedish	37	37	....
Welsh	1	1	....
Austrian (race not specified)	1	....	1
Total	217	200	17

Table 64.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Canadian, French	1	1	....	....	....	....	1	1
Croatian	3	3	....	....	2	2	1	1
Dalmatian	12	10	5	4	6	5	1	1
Danish	3	3	....	....	....	....	3	3
Finnish	17	16	4	4	5	4	8	8
French	1	1	....	....	....	....	1	1
German	13	13	....	....	1	1	12	12
Italian, North	19	17	5	4	6	6	8	7
Italian, South	5	5	2	2	....	....	3	3
Norwegian	7	6	2	1	2	2	3	3
Russian	1	1	....	....	....	....	1	1
Slovak	1	1	....	....	....	....	1	1
Slovenian	60	58	13	12	20	19	27	27
Swedish	67	64	15	14	13	13	39	37
Austrian (race not specified)	3	2	1	....	....	....	2	2
Total	213	201	47	41	55	52	111	108

TABLE 65.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Canadian, French	1	1	1
Croatian	3	2	1
Dalmatian	12	9	9
Danish	3	3	3
Finnish	17	10	8
French	1	1	1
German	13	13	12
Italian, North	19	13	8
Italian, South	5	2	2
Norwegian	7	5	3
Russian	1	1	1
Slovak	1	1	1
Slovenian	60	14	12
Swedish	67	62	53
Austrian (race not specified)	3	1	1
Total	213	138	116

TABLE 66.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Canadian, French	1	1	1
Croatian	3	3	3
Dalmatian	12	12	12
Danish	3	3	3
Finnish	17	16	16
French	1	1	1
German	13	13	12
Italian, North	19	19	19
Italian, South	5	5	5
Norwegian	7	6	6
Russian	1	1	1
Slovak	1	1	1
Slovenian	60	57	57
Swedish	67	66	65
Austrian (race not specified)	3	3	3
Total	213	207	205

TABLE 67.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	85	85	85
Native-born of foreign father, by country of birth of father:			
Belgium	1	1	1
Canada	8	8	8
Denmark	1	1	1
England	25	25	25
France	1	1	1
Germany	8	8	8
Ireland	38	38	38
Italy	1	1	1
Norway	1	1	1
Scotland	7	7	7
Sweden	2	2	2
Wales	7	7	7
Total	100	100	100
Total native-born	185	185	185
Foreign-born, by race:			
Canadian, French	1	1	1
Canadian, Other	13	13	13
Croatian	3	3	3
Dalmatian	12	12	12
Danish	3	3	3
English	72	72	72
Finnish	17	17	17
French	1	1	1
German	13	13	13
Irish	30	29	29
Italian, North	19	19	19
Italian, South	5	5	5
Norwegian	7	7	7
Russian	1	1	1
Scotch	10	10	10
Slovak	1	1	1
Slovenian	60	57	57
Swedish	67	67	66
Welsh	2	2	2
Austrian (race not specified)	3	3	3
Total foreign-born	340	336	335
Grand total	525	521	520

TABLE 68.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, French	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	1
Canadian, Other	4	.....	.....	.....	.....	.....	.....	4	4	.....	.....	4	4
Croatian	3	.....	2	1	3	.....	.....	.....	.....	.....	2	1	3
Dalmatian	4	1	.....	2	3	.....	.....	1	1	1	.....	3	4
Danish	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
English	22	.....	.....	.....	.....	2	4	16	22	2	4	16	22
Finnish	4	2	1	.....	3	.....	.....	1	1	2	1	1	4
German	6	.....	1	.....	1	.....	.....	5	5	.....	1	5	6
Irish	7	.....	.....	.....	.....	.....	1	6	7	.....	1	6	7
Italian, North	6	4	.....	.....	4	.....	.....	2	2	4	.....	2	6
Italian, South	1	.....	.....	.....	.....	1	.....	.....	1	1	.....	.....	1
Norwegian	3	1	.....	.....	1	.....	.....	2	2	1	.....	2	3
Russian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Slovenian	27	7	3	1	11	2	4	10	16	9	7	11	27
Swedish	21	4	6	.....	10	.....	2	9	11	4	8	9	21
Welsh	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Total	112	19	13	4	36	5	12	59	76	24	25	63	112

TABLE 69.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.					
		Under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	83	....	1	25	35	10	12
Native-born of foreign father, by country of birth of father:							
Belgium	1	....	....	....	1	....	....
Canada	8	....	....	....	5	1	2
Denmark	1	....	....	....	....	....	1
England	24	....	1	4	12	2	5
France	1	....	....	....	....	1	....
Germany	8	....	....	5	2	1	....
Ireland	37	....	....	5	21	10	1
Italy	1	....	....	....	....	1	....
Norway	1	....	....	....	....	1	....
Scotland	7	....	....	....	5	1	1
Sweden	2	....	....	....	1	1	....
Wales	7	....	....	....	4	....	3
Total	98	....	1	14	51	19	13
Total native-born	181	....	2	39	86	29	25
Foreign-born, by race:							
Canadian, French	1	....	....	....	1	....	....
Canadian, Other	13	....	....	5	4	....	4
Croatian	4	....	....	3	1	....	....
Dalmatian	12	....	....	2	7	3	....
Danish	3	....	....	2	....	1	....

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 69.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.					
		Under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Cont'd.							
English	72	....	....	18	34	9	11
Finnish	16	....	....	5	5	6	....
French	1	....	....	1	....	....	....
German	13	....	....	2	6	2	3
Irish	30	....	....	4	21	4	1
Italian, North	19	....	....	7	6	5	1
Italian, South	5	....	....	2	3	....	....
Norwegian	7	....	....	3	2	2	....
Russian	1	....	....	....	1	....	....
Scotch	10	....	....	2	5	1	2
Slovak	1	....	....	....	1	....	....
Slovenian	60	....	....	44	15	1	....
Swedish	67	....	....	5	38	18	6
Welsh	2	....	....	....	1	....	1
Austrian (race not specified)	3	....	....	....	3	....	....
Total foreign-born	340	....	....	105	154	52	29
Grand total	521	....	2	144	240	81	54

Table 70.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 or over.
Native-born of native father, White	1	.....	1	.....	.....	.....	.....	.....	.....	.....
Native-born of foreign father, by country of birth of father:										
England	1	.....	.....	.....	.....	.....	.....	.....	1	.....
Ireland	1	.....	1	.....	.....	.....	.....	.....	.....	.....
Total	2	.....	1	.....	.....	.....	.....	.....	1	.....
Grand total	3	.....	2	.....	.....	.....	.....	.....	1	.....

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

MONTANA.

Table 71.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father, White	560	Native-born of foreign father, by country of birth of father—Continued.	
Native-born of foreign father, by country of birth of father:		France	7
Austria-Hungary	3	Germany	59
Azores	1	Ireland	491
Canada	86	Italy	5
Denmark	5	Netherlands	1
England	236	Norway	14
Finland	3	Russia	1
		Scotland	30

TABLE 71.—*Number of male employees for whom information was secured, by general nativity and race*—Continued.

General nativity and race.	Number.	General nativity and race.	Number
Native-born of foreign father, by country of birth of father—Continued.		Italian, North	206
Sweden	12	Italian, South	3
Switzerland	4	Lithuanian	2
Wales	33	Magyar	2
Total	1,040	Mexican	1
Total native-born	1,700	Montenegrin	69
Foreign-born, by race:		Norwegian	59
Bohemian and Moravian	4	Polish	9
Canadian, French	46	Roumanian	1
Canadian, Other	252	Russian	4
Croatian	102	Scotch	47
Dalmatian	95	Servian	15
Danish	13	Slovak	5
Dutch	4	Slovenian	72
English	1,047	Swedish	88
Finnish	255	Syrian	1
Flemish	3	Welsh	52
French	6	Austrian (race not specified)	20
German	64	Belgian (race not specified)	2
Greek	1	Swiss (race not specified)	3
Herzegovinian	66	Total foreign-born	3,580
Irish	961	Grand total	5,280

TABLE 72.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	4	......	......	......	......	......	2	......	1	1
Canadian, French	46	1	......	......	......	......	2	6	5	32
Canadian, Other	252	3	6	9	6	6	29	28	32	133
Croatian	102	......	......	1	......	5	35	27	23	11
Dalmatian	95	......	1	11	9	9	34	18	7	6
Danish	13	......	......	......	1	1	2	2	3	4
Dutch	4	......	......	......	......	......	1	......	1	2
English	1,047	17	50	87	65	51	146	85	130	416
Finnish	255	......	2	7	10	13	101	49	39	34
Flemish	3	......	......	......	......	......	1	1	......	1
French	6	......	......	......	......	......	2	......	2	2
German	64	......	......	1	2	1	8	3	14	35
Greek	1	......	......	......	......	1	......	......	......	......
Herzegovinian	66	......	......	5	13	12	30	5	1	......
Irish	961	4	29	80	57	68	170	146	103	304
Italian, North	206	3	1	7	21	13	48	37	37	39
Italian, South	3	......	......	......	1	......	......	1	......	1
Lithuanian	2	......	......	......	......	......	......	1	1	......
Magyar	2	......	......	......	......	1	......	......	1	......
Mexican	1	......	......	......	......	1	......	......	......	......
Montenegrin	69	......	......	7	11	14	35	1	1	......
Norwegian	59	......	......	5	3	4	14	3	7	23
Polish	9	......	......	......	......	......	2	1	2	4
Roumanian	1	......	......	......	......	......	1	......	......	......
Russian	4	......	......	......	......	......	1	......	......	3
Scotch	47	1	......	3	1	......	6	6	4	26
Servian	15	......	......	4	1	......	5	2	2	1
Slovak	5	......	......	......	......	......	......	......	1	4
Slovenian	72	......	......	......	1	4	18	13	25	11
Swedish	88	......	......	2	1	2	17	13	17	36
Syrian	1	......	......	......	......	......	......	......	......	1
Welsh	52	......	1	2	3	6	5	2	3	30
Austrian (race not specified)	20	......	......	......	1	1	4	7	4	3
Belgian (race not specified)	2	......	......	1	......	......	......	......	......	1
Swiss (race not specified)	3	......	......	......	......	......	1	......	1	1
Total	3,580	29	90	232	207	213	720	457	467	1,165

TABLE 73.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	659	15	......	......	15	175	90	2	267	91	172	18	281	16	72	8	96	297	334	28	659
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	3	......	......	......	......	1	2	......	3	......	......	......	......	......	......	......	......	1	2	......	3
Azores	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Canada	86	9	......	......	9	27	11	1	39	11	22	1	34	......	3	1	4	47	36	3	86
Denmark	5	......	......	......	......	2	1	......	3	......	2	......	2	......	......	......	......	2	3	......	5
England	235	25	......	......	25	79	39	1	119	17	58	2	77	1	12	1	14	122	109	4	235
Finland	3	1	......	......	1	1	1	......	2	......	......	......	......	......	......	......	......	2	1	......	3
France	7	......	......	......	......	......	......	......	......	......	4	......	4	1	2	......	3	1	6	......	7
Germany	99	2	......	......	2	23	22	......	45	16	24	......	40	4	7	1	12	45	53	1	99
Ireland	491	33	1	......	34	115	31	1	147	97	130	8	235	18	49	8	75	263	211	17	491
Italy	5	2	......	......	2	2	1	......	3	......	......	......	......	......	......	......	......	4	1	......	5
Netherlands	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Norway	14	......	......	......	......	4	2	......	6	......	5	1	6	1	1	......	2	5	8	1	14
Russia	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Scotland	39	1	......	......	1	7	6	......	13	1	17	2	20	2	3	......	5	11	26	2	39
Sweden	12	......	......	......	......	7	2	......	9	......	3	......	3	......	......	......	......	7	5	......	12
Switzerland	4	......	......	......	......	......	1	......	1	1	......	1	2	......	1	......	1	1	2	1	4
Wales	33	1	......	......	1	12	1	1	14	8	5	......	13	1	3	1	5	22	9	2	33
Total	1,039	74	1	......	75	280	120	4	404	153	271	15	439	28	81	12	121	535	473	31	1,039
Total native-born	1,698	89	1	......	90	455	210	6	671	244	443	33	720	44	153	20	217	832	807	59	1,698
Foreign-born, by race:																					
Bohemian and Moravian	3	......	......	......	......	......	......	......	......	1	1	......	2	......	1	......	1	1	2	......	3
Canadian, French	46	......	......	......	......	4	2	......	6	10	15	......	25	3	12	......	15	17	29	......	46
Canadian, Other	252	1	......	......	1	40	22	2	64	40	82	2	124	11	48	4	63	92	152	8	252
Croatian	102	2	......	......	2	17	17	1	35	7	49	1	57	2	6	......	8	28	72	2	102
Dalmatian	95	......	......	......	......	28	15	......	43	9	35	......	44	1	7	......	8	38	57	......	95

Danish	13	......	......	......	......	3	1	......	4	3	4	......	7	......	2	......	2	6	7	......	13
Dutch	4	......	......	......	......	1	......	......	1	......	1	......	1	1	1	......	2	2	2	......	4
English	1,047	4	......	......	4	214	108	2	324	104	346	22	472	25	209	13	247	347	663	37	1,047
Finnish	255	1	......	......	1	70	52	......	122	30	82	4	116	1	12	3	16	102	146	7	255
Flemish	3	......	......	......	......	......	......	......	......	......	3	......	......	......	......	......	......	......	3	......	3
French	6	......	......	......	......	2	......	......	2	1	2	......	3	......	1	......	1	3	3	......	6
German	64	......	......	......	......	10	2	......	12	7	24	2	33	5	14	......	19	22	40	2	64
Greek	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Herzegovinian	66	......	......	......	......	32	24	1	57	3	6	......	9	......	......	......	......	35	30	1	66
Irish	961	4	......	......	4	323	59	......	382	172	241	8	421	35	101	18	154	534	401	26	961
Italian, North	206	2	......	......	2	37	31	......	68	25	85	4	114	2	17	3	22	66	133	7	206
Italian, South	3	......	......	......	......	1	......	......	1	2	......	......	2	......	......	......	......	3	......	......	3
Lithuanian	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
Magyar	2	......	......	......	......	......	......	......	......	1	1	......	2	......	......	......	......	1	1	......	2
Mexican	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Montenegrin	69	......	......	......	......	34	18	......	52	3	13	......	16	......	1	......	1	37	32	......	69
Norwegian	59	......	......	......	......	16	5	......	21	10	20	1	31	1	5	1	7	27	30	2	59
Polish	9	......	......	......	......	......	1	......	1	......	4	......	4	2	2	......	4	2	7	......	9
Roumanian	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Russian	4	......	......	......	......	......	1	......	1	1	1	......	2	1	......	......	1	2	2	......	4
Scotch	47	......	......	......	......	7	2	1	10	6	19	1	26	1	9	1	11	14	30	3	47
Servian	15	......	......	......	......	3	2	......	5	2	6	......	8	......	2	......	2	5	10	......	15
Slovak	5	......	......	......	......	......	......	......	......	2	3	......	5	......	......	......	......	2	3	......	5
Slovenian	72	......	......	......	......	17	11	......	28	9	28	1	38	1	5	......	6	27	44	1	72
Swedish	88	......	......	......	......	18	2	......	20	16	34	1	51	4	12	1	17	38	48	2	88
Syrian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Welsh	52	......	......	......	......	14	2	......	16	4	11	2	17	2	16	1	19	20	29	3	52
Austrian (race not specified)	20	......	......	......	......	4	2	......	6	3	10	......	13	......	1	......	1	7	13	......	20
Belgian (race not specified)	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Swiss (race not specified)	3	......	......	......	......	......	......	......	......	......	2	......	2	......	1	......	1	......	3	......	3
Total foreign-born	3,579	14	......	......	14	898	379	7	1,284	473	1,130	49	1,652	98	486	45	629	1,483	1,995	101	3,579
Grand total	5,277	103	1	......	104	1,353	589	13	1,955	717	1,573	82	2,372	142	639	65	846	2,315	2,802	160	5,277

TABLE 74.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	2	2	
Canadian, French	29	27	2
Canadian, Other	152	146	6
Croatian	72	53	19
Dalmatian	57	17	40
Danish	7	7	
Dutch	2	2	
English	659	550	109
Finnish	146	119	27
Flemish	3	3	
French	3	3	
German	40	40	
Greek	1		1
Herzegovinian	30	11	19
Irish	399	375	24
Italian, North	133	100	33
Magyar	1	1	
Montenegrin	32	5	27
Norwegian	30	27	3
Polish	7	7	
Roumanian	1		1
Russian	2	2	
Scotch	30	29	1
Servian	10	6	4
Slovak	3	3	
Slovenian	44	43	1
Swedish	48	44	4
Welsh	29	28	1
Austrian (race not specified)	13	11	2
Belgian (race not specified)	1	1	
Swiss (race not specified)	3	3	
Total	1,989	1,665	324

TABLE 75.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	4	4			2	2	2	2
Canadian, French	44	43	1		2	2	41	41
Croatian	102	89	6	3	35	29	61	57
Dalmatian	94	71	30	21	33	24	31	26
Danish	13	13	2	2	2	2	9	9
Dutch	4	4			1	1	3	3
Finnish	252	199	30	20	100	72	122	107
Flemish	3	3			1	1	2	2
French	6	6			2	2	4	4
German	62	61	4	3	8	8	50	50
Greek	1	1	1	1				
Herzegovinian	64	44	30	17	28	22	6	5
Italian, North	205	166	45	28	48	35	112	103
Italian, South	3	2	1				2	2
Lithuanian	2	2					2	2

TABLE 75.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Magyar	2	2	1	1	......	......	1	1
Mexican	1	1	1	1	......	......	......	......
Montenegrin	69	42	32	11	35	29	2	2
Norwegian	57	57	11	11	13	13	33	33
Polish	9	9	......	......	2	2	7	7
Roumanian	1	1	......	......	1	1	......	......
Russian	4	4	......	......	1	1	3	3
Servian	15	12	5	3	5	4	5	5
Slovak	4	4	......	......	......	......	4	4
Slovenian	70	64	5	4	17	15	48	45
Swedish	86	82	5	4	16	14	65	64
Syrian	1	1	......	......	......	......	1	1
Austrian (race not specified)	20	18	2	2	4	2	14	14
Belgian (race not specified)	2	2	1	1	......	......	1	1
Swiss (race not specified)	3	3	......	......	1	1	2	2
Total	1,203	1,010	213	133	357	282	633	595

TABLE 76.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	4	3	3
Canadian, French	44	33	31
Croatian	102	61	46
Dalmatian	94	41	23
Danish	13	13	12
Dutch	4	4	4
Finnish	252	167	127
Flemish	3	3	3
French	6	5	4
German	62	59	57
Greek	1	......	......
Herzegovinian	64	40	37
Italian, North	205	100	68
Italian, South	3	......	......
Lithuanian	2	2	1
Magyar	2	2	2
Mexican	1	1	1
Montenegrin	69	26	22
Norwegian	57	56	51
Polish	9	6	5
Roumanian	1	......	......
Russian	4	3	3
Servian	15	6	2
Slovak	4	2	2
Slovenian	70	44	39
Swedish	86	80	74
Syrian	1	1	1
Austrian (race not specified)	20	11	9
Belgian (race not specified)	2	2	1
Swiss (race not specified)	3	3	3
Total	1,204	774	651

Table 77.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	4	4	4
Canadian, French	44	34	34
Croatian	102	89	88
Dalmatian	94	70	70
Danish	13	12	12
Dutch	4	3	3
Finnish	252	252	252
Flemish	3	3	3
French	6	6	6
German	62	55	50
Greek	1	1	1
Herzegovinian	64	55	55
Italian, North	205	200	199
Italian, South	3	2	2
Lithuanian	2	2	2
Magyar	2	2	2
Mexican	1	1	1
Montenegrin	69	64	64
Norwegian	57	56	56
Polish	9	9	9
Roumanian	1	....	....
Russian	4	2	2
Servian	15	12	12
Slovak	4	4	4
Slovenian	70	70	70
Swedish	86	83	81
Syrian	1	1	1
Austrian (race not specified)	20	18	18
Belgian (race not specified)	2	2	2
Swiss (race not specified)	3	3	3
Total	1,203	1,115	1,106

Table 78.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father, White	636	635	634
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	3	3	3
Azores	1	1	1
Canada	85	84	84
Denmark	5	5	5
England	231	231	231
Finland	3	3	3
France	7	7	7
Germany	99	99	99
Ireland	478	478	478
Italy	5	5	5
Netherlands	1	1	1
Norway	14	14	14
Russia	1	1	1
Scotland	39	39	39
Sweden	11	11	11
Switzerland	4	4	4
Wales	31	31	31
Total	1,018	1,017	1,017
Total native-born	1,654	1,652	1,651

TABLE 78.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Foreign-born by race:			
Bohemian and Moravian	4	4	4
Canadian, French	44	38	38
Canadian, Other	251	248	248
Croatian	102	89	89
Dalmatian	94	71	71
Danish	13	13	13
Dutch	4	2	4
English	1,035	1,032	1,032
Finnish	252	252	252
Flemish	3	3	3
French	6	6	6
German	62	61	60
Greek	1	1	1
Herzegovinian	64	55	55
Irish	954	940	938
Italian, North	205	202	201
Italian, South	3	2	2
Lithuanian	2	2	2
Magyar	2	2	2
Mexican	1	1	1
Montenegrin	69	65	65
Norwegian	57	57	57
Polish	9	9	9
Roumanian	1		
Russian	4	3	3
Scotch	47	47	47
Servian	15	12	12
Slovak	4	4	4
Slovenian	70	70	70
Swedish	86	86	86
Syrian	1	1	1
Welsh	52	52	52
Austrian (race not specified)	20	19	19
Belgian (race not specified)	2	2	2
Swiss (race not specified)	3	3	3
Total foreign-born	3,542	3,456	3,452
Grand total	5,196	5,108	5,103

TABLE 79.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	4	2	.....	.....	2	.....	.....	2	2	2	.....	2	4
Canadian, French	14	.....	.....	1	1	.....	2	11	13	.....	2	12	14
Canadian, Other	77	5	9	3	17	2	5	53	60	7	14	56	77
Croatian	39	11	.....	6	17	1	.....	21	22	12	.....	27	39
Dalmatian	29	9	3	3	15	2	.....	12	14	11	3	15	29
Danish	4	.....	1	.....	1	.....	1	2	3	.....	2	2	4
Dutch	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
English	343	19	62	12	93	.....	16	234	250	19	78	246	343
Finnish	75	8	25	5	38	1	4	32	37	9	29	37	75
Flemish	3	.....	1	.....	1	.....	.....	2	2	.....	1	2	3
French	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
German	19	1	5	1	7	.....	1	11	12	1	6	12	19
Herzegovinian	10	7	2	1	10	.....	.....	.....	.....	7	2	1	10
Irish	204	14	37	30	81	1	2	120	123	15	39	150	204
Italian, North	90	15	7	8	30	4	6	50	60	19	13	58	90
Italian, South	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Lithuanian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Montenegrin	18	13	2	2	17	.....	.....	1	1	13	2	3	18
Norwegian	15	1	5	1	7	.....	.....	8	8	1	5	9	15
Polish	4	.....	.....	.....	.....	.....	.....	4	4	.....	.....	4	4
Roumanian	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Russian	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Scotch	12	2	1	1	4	.....	2	6	8	2	3	7	12
Servian	8	2	.....	1	3	1	.....	4	5	3	.....	5	8
Slovenian	22	3	1	.....	4	.....	.....	18	18	3	1	18	22
Swedish	30	3	5	1	9	.....	.....	21	21	3	5	22	30
Welsh	20	1	3	1	5	.....	.....	15	15	1	3	16	20
Austrian (race not specified)	5	1	.....	.....	1	.....	.....	4	4	1	.....	4	5
Swiss (race not specified)	2	.....	1	.....	1	.....	.....	1	1	.....	1	1	2
Total	1,056	117	172	77	366	12	30	638	680	129	211	715	1.055

TABLE 80.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	658	......	......	......	......	......	......	2	32	488	136
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	3	......	......	......	......	......	......	......	1	2	......
Azores	1	......	......	......	......	......	......	......	......	1	......
Canada	86	......	......	......	......	......	......	......	5	61	20
Denmark	5	......	......	......	......	......	......	......	1	3	1
England	235	......	......	......	......	......	......	......	22	168	45
Finland	3	......	......	......	......	......	......	......	......	1	2
France	7	......	......	......	......	......	......	......	......	3	4
Germany	99	......	......	......	......	......	......	......	9	70	20
Ireland	491	......	......	......	......	......	......	......	26	371	94
Italy	3	......	......	......	......	......	......	......	......	3	......
Netherlands	1	......	......	......	......	......	......	......	......	1	......
Norway	14	......	......	......	......	......	......	......	......	11	3
Russia	1	......	......	......	......	......	......	......	......	1	......
Scotland	39	......	......	......	......	......	......	......	......	29	10
Sweden	12	......	......	......	......	......	......	......	......	12	......
Switzerland	4	......	......	......	......	......	......	......	......	2	2
Wales	33	......	......	......	......	......	......	......	4	23	6
Total	1,037	......	......	......	......	......	......	......	68	762	207
Total native-born	1,695	......	......	......	......	......	......	2	100	1,250	343
Foreign-born, by race:											
Bohemian and Moravian	4	......	......	......	......	......	......	......	......	4	......
Canadian, French	46	......	......	......	......	......	......	......	1	38	7
Canadian, Other	252	......	......	......	......	......	......	......	7	173	72
Croatian	101	......	......	......	......	......	......	......	1	91	9
Dalmatian	95	......	......	......	......	......	......	......	......	95	......
Danish	13	......	......	......	......	......	......	......	......	10	3
Dutch	4	......	......	......	......	......	......	......	......	3	1
English	1,047	......	......	......	......	......	......	......	35	855	157
Finnish	255	......	......	......	......	......	......	......	4	232	19
Flemish	3	......	......	......	......	......	......	......	......	3	......
French	6	......	......	......	......	......	......	......	......	6	......
German	64	......	......	......	......	......	......	......	4	53	7
Greek	1	......	......	......	......	......	......	......	1	......	......
Herzegovinian	66	......	......	......	......	......	......	......	......	66	......
Irish	960	......	......	......	......	......	1	2	17	865	75
Italian, North	206	......	......	......	......	......	1	......	5	190	10
Italian, South	3	......	......	......	......	......	......	......	......	3	......
Lithuanian	2	......	......	......	......	......	......	......	......	2	......
Magyar	2	......	......	......	......	......	......	......	1	1	......
Mexican	1	......	......	......	......	......	......	......	......	1	......
Montenegrin	69	......	......	......	......	......	......	......	2	66	1
Norwegian	59	......	......	......	......	......	......	......	4	46	9
Polish	9	......	......	......	......	......	......	......	......	9	......
Roumanian	1	......	......	......	......	......	......	......	......	1	......
Russian	4	......	......	......	......	......	......	......	......	4	......
Scotch	47	......	......	......	......	......	......	......	3	36	8
Servian	15	......	......	......	......	......	......	......	......	15	......
Slovak	5	......	......	......	......	......	......	......	......	4	1
Slovenian	72	......	......	......	......	......	......	......	......	69	3
Swedish	88	......	......	......	......	......	......	......	2	67	19
Syrian	1	......	......	......	......	......	......	......	......	1	......
Welsh	52	......	......	......	......	......	......	......	......	42	10
Austrian (race not specified)	20	......	......	......	......	......	......	......	......	20	......
Belgian (race not specified)	2	......	......	......	......	......	......	......	1	1	......
Swiss (race not specified)	3	......	......	......	......	......	......	......	1	1	1
Total foreign-born	3,578	......	......	......	......	......	2	2	89	3,073	412
Grand total	5,273	......	......	......	......	......	2	4	189	4,323	755

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 81.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.* *

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.			
		Under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	1		1		
Native-born of foreign father, by country of birth of father:					
England	1		1		
Italy	2		1	1	
Total	3		2	1	
Total native-born	4		3	1	
Foreign-born, by race, Irish	1			1	
Total foreign-born	1			1	
Grand total	5		3	2	

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

ARIZONA.

Table 82.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father, White	646	Foreign-born, by race—Continued.	
Native-born of foreign father, by country of birth of father:		English	280
Austria-Hungary	1	Finnish	19
Canada	18	Flemish	3
Denmark	5	French	5
England	42	German	49
France	2	Greek	4
Germany	34	Irish	91
Ireland	54	Italian, North	161
Italy	1	Italian, South	22
Mexico	15	Lithuanian	2
Netherlands	1	Magyar	4
Norway	3	Mexican	609
Portugal	1	Norwegian	9
Russia	1	Polish	2
Scotland	13	Portuguese	1
Sweden	4	Russian	2
Switzerland	5	Ruthenian	1
Wales	4	Scotch	19
Total	204	Servian	4
Total native-born	850	Slovenian	6
Foreign-born, by race:		Spanish	22
Bosnian	2	Swedish	28
Canadian, French	4	Syrian	2
Canadian, Other	53	Welsh	17
Croatian	11	West Indian	1
Dalmatian	3	Austrian (race not specified)	7
Danish	10	Swiss (race not specified)	4
		Total	1,457
		Grand total	2,307

TABLE 83.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bosnian	2					1	1			
Canadian, French	4			1						3
Canadian, Other	53	4		5	7	1	6	7	4	19
Croatian	11		1	1	3	1	2	3		
Dalmatian	3						3			
Danish	10			1		2	2		2	3
English	280	7	31	67	20	27	39	19	18	52
Finnish	19			2	2	1	5	1	2	6
Flemish	3			1	1					1
French	5									5
German	49			6	1	3	11	2	5	21
Greek	4				1		1	2		
Irish	91	4	6	8	8	3	11	6	8	37
Italian, North	161	32	15	37	19	9	25	11	5	8
Italian, South	22	2	2	1		2	6	3	3	3
Lithuanian	2					1	1			
Magyar	4						1	1		2
Mexican	608	28	66	104	78	46	181	50	24	33
Norwegian	9			1		1		2	1	4
Polish	2				1					1
Portuguese	1									1
Russian	2				1				1	
Ruthenian	1									1
Scotch	19			2	1	3	1	3	3	6
Servian	4			1		1	2			
Slovenian	6			1		1	2			2
Spanish	22	2	2	11	5	1	1			
Swedish	28		1			1	7	2	3	14
Syrian	2			1				1		
Welsh	17		1	1		2	2		4	7
West Indian	1					1				
Austrian (race not specified)	7				1	1		1	2	2
Swiss (race not specified)	4						1		1	2
Total	1,457	79	125	252	140	109	311	114	86	233

TABLE 84.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	646	23			23	158	83		241	100	176	13	289	20	59	14	93	301	318	27	646
Native-born of foreign father by country of birth of father:																					
Austria-Hungary	1	1			1													1			1
Canada	18	1			1	7	1		8	2	6		8		1		1	10	8		18
Denmark	5					1	3		4	1			1					2	3		5
England	41	2			2	13	5		18	7	10		17	2	2		4	24	17		41
France	2										2		2						2		2
Germany	34	1			1	5	6		11	8	8		16		5	1	6	14	19	1	34
Ireland	54	1			1	15	4		19	9	10		19	6	7	2	15	31	21	2	54
Italy	1	1			1													1			1
Mexico	15	5			5	4			4	2	3		5		1		1	11	4		15
Netherlands	1													1			1	1			1
Norway	3									1	1		2	1			1	2	1		3
Portugal	1										1		1						1		1
Russia	1					1			1									1			1
Scotland	13	2			2	1	1		2	2	4		6	1	1	1	3	6	6	1	13
Sweden	4					1			1		1		1		2		2	1	3		4
Switzerland	5					1			1	1	1		2	1	1		2	3	2		5
Wales	3										1		1		1	1	2		2	1	3
Total	202	14			14	49	20		69	33	48		81	12	21	5	38	108	89	5	202
Total native-born	848	37			37	207	103		310	133	224	13	370	32	80	19	131	409	407	32	848
Foreign-born, by race:																					
Bosnian	2					2			2									2			2
Canadian, French	4										1		1	1	2		3	1	3		4
Canadian, Other	53					20	3		23	3	12	1	16	5	7	2	14	28	22	3	53
Croatian	11					5	2		7		3		3		1		1	5	6		11
Dalmatian	3					1	1		2	1			1					2	1		3

Danish	10					3	1		4	3	2	1	6					6	3	1	10
English	280	1			1	92	30	2	124	31	92	3	126	7	18	4	29	131	140	9	280
Finnish	19					5	3		8	5	4		9		2		2	10	9		19
Flemish	3									1	1		2		1		1	1	2		3
French	5						1		1	1	1		2		2		2	1	4		5
German	49	1			1	11	5		16	10	9	1	30	4	7	1	12	26	21	2	49
Greek	4					1			1	2	1		3					3	1		4
Irish	91					25	3	1	29	20	22		42	7	12	1	20	52	37	2	91
Italian, North	160	6			6	66	19	1	86	11	49		60		6	2	8	83	74	3	160
Italian, South	22	2			2	4	1		5	4	7		11		4		4	10	12		22
Lithuanian	2					2			2									2			2
Magyar	4						1		1	1	1		2		1		1	1	3		4
Mexican	606	67	7		74	181	120	2	303	41	143	5	189	8	29	3	40	297	299	10	606
Norwegian	9					2			2	1	4		5	2			2	5	4		9
Polish	2					1			1						1		1	1	1		2
Portuguese	1														1		1		1		1
Russian	2					1			1	1			1					2			2
Ruthenian	1													1			1	1			1
Scotch	19					4	1		5	3	10		13	1			1	8	11		19
Servian	4					3	1		4									3	1		4
Slovenian	6					3	1		4		1		1		1		1	3	3		6
Spanish	22					9	3		12		9		9		1		1	9	13		22
Swedish	28					8			8	6	9		15	2	3		5	16	12		28
Syrian	2					1	1		2									1	1		2
Welsh	17					5	1		6	3	6		9	1	1		2	9	8		17
West Indian	1									1			1					1			1
Austrian (race not specified)	7					2			2	1	1	1	3		2		2	3	3	1	7
Swiss (race not specified)	4									2			2			2	2	2		2	4
Total	1,453	77	7		84	457	198	6	661	152	388	12	552	39	102	15	156	725	695	33	1,453
Grand total	2,301	114	7		121	664	301	6	971	285	612	25	922	71	182	34	287	1,134	1,102	65	2,301

TABLE 85.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Canadian, French	3	3	
Canadian, Other	22	20	2
Croatian	6	1	5
Dalmatian	1	1	
Danish	3	3	
English	139	97	42
Finnish	9	4	5
Flemish	2		2
French	4	4	
German	20	20	
Greek	1	1	
Irish	37	29	8
Italian, North	73	17	56
Italian, South	12	6	6
Magyar	3	3	
Mexican	298	153	145
Norwegian	4	4	
Polish	1	1	
Portuguese	1	1	
Scotch	11	10	1
Servian	1	1	
Slovenian	3	2	1
Spanish	13	1	12
Swedish	12	10	2
Syrian	1		1
Welsh	8	7	1
Austrian (race not specified)	3	3	
Total	691	402	289

TABLE 86.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bosnian	2	2	1	1	1	1		
Canadian, French	4	4	1	1			3	3
Croatian	11	9	6	4	2	2	3	3
Dalmatian	3	3			3	3		
Danish	10	10	3	3	2	2	5	5
Finnish	19	15	5	3	5	4	9	8
Flemish	3	3	2	2			1	1
French	5	5					5	5
German	49	46	10	10	11	8	28	28
Greek	4	4	1	1	1	1	2	2
Italian, North	161	42	112	8	25	13	24	21
Italian, South	22	9	7	2	6		9	7
Lithuanian	2	2	1	1	1	1		
Magyar	4	4			1	1	3	3
Mexican	609	20	342	3	161	4	106	13

Table 86.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Norwegian	9	9	2	2	....	....	7	7
Polish	2	2	1	1	....	....	1	1
Portuguese	1	1	....	....	....	....	1	1
Russian	2	2	1	1	....	....	1	1
Ruthenian	1	1	....	....	....	....		
Servian	4	3	2	1	2	2	....	....
Slovenian	6	6	2	2	2	2	2	2
Spanish	22	2	21	1	1	1	....	....
Swedish	28	27	2	2	7	6	19	19
Syrian	[illegible]	2	1	1	....	....	1	1
West Indian	1	1	1	1	....	....	....	....
Austrian (race not specified)	7	7	2	2	....	....	5	5
Swiss (race not specified)	4	4	....	....	1	1	3	3
Total	997	245	506	53	252	52	239	140

Table 87.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Bosnian	2	2	1
Canadian, French	4	2	2
Croatian	10	3	2
Dalmatian	3	3	2
Danish	10	10	9
Finnish	19	13	9
Flemish	3	2	2
French	5	5	5
German	49	40	37
Greek	4	3	3
Italian, North	160	33	24
Italian, South	22	6	4
Lithuanian	2	....	....
Magyar	4	4	4
Mexican	608	15	13
Norwegian	9	9	9
Polish	2	1	1
Portuguese	1	1	1
Russian	2	2	2
Ruthenian	1	1	1
Servian	4	2	2
Slovenian	6	3	3
Spanish	22	3	2
Swedish	28	27	27
Syrian	2	2	2
West Indian	1	1	1
Austrian (race not specified)	6	6	5
Swiss (race not specified)	4	4	3
Total	993	203	176

Table 88.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by general nativity and race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Bosnian	2	2	1
Canadian, French	4	3	2
Croatian	10	8	8
Dalmatian	3	3	3
Danish	10	10	10
Finnish	19	18	18
Flemish	3	2	2
French	5	3	3
German	49	47	45
Greek	4	4	4
Italian, North	160	154	154
Italian, South	22	12	12
Lithuanian	2	2	2
Magyar	4	3	3
Mexican	608	353	349
Norwegian	9	8	8
Polish	2	2	2
Portuguese	1	1	1
Russian	2	2	2
Ruthenian	1	1	1
Servian	4	4	4
Slovenian	6	6	6
Spanish	22	20	20
Swedish	28	26	26
Syrian	2	2	2
West Indian (other than Cuban)	1	1	1
Austrian (race not specified)	6	6	6
Swiss (race not specified)	4	4	4
Total	993	707	699

Table 89.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	646	638	638
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Canada	18	18	18
Denmark	5	5	5
England	42	42	42
France	2	2	2
Germany	34	34	34
Ireland	54	54	54
Italy	1	1	1
Mexico	15	10	10
Netherlands	1	1	1
Norway	3	3	3
Portugal	1	1	1
Russia	1	1	1
Scotland	13	13	13
Sweden	4	4	4
Switzerland	5	5	5
Wales	4	4	4
Total	204	199	199
Total native-born	850	837	837

TABLE 89.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Foreign-born, by race:			
Bosnian	2	2	1
Canadian, French	4	3	3
Canadian, Other	51	51	51
Croatian	10	8	8
Dalmatian	3	3	3
Danish	10	10	10
English	280	279	278
Finnish	19	19	19
Flemish	3	2	2
French	5	5	5
German	49	48	47
Greek	4	4	4
Irish	91	91	91
Italian, North	160	155	155
Italian, South	22	14	14
Lithuanian	2	2	2
Magyar	4	4	4
Mexican	606	353	349
Norwegian	9	9	9
Polish	2	2	2
Portuguese	1	1	1
Russian	2	2	2
Ruthenian	1	1	1
Scotch	19	19	19
Servian	4	4	4
Slovenian	6	6	6
Spanish	22	20	20
Swedish	28	28	28
Syrian	2	2	2
Welsh	17	17	17
West Indian	1	1	1
Austrian (race not specified)	6	6	6
Swiss (race not specified)	4	4	4
Total foreign-born	1,451	1,175	1,168
Grand total	2,301	2,012	2,006

TABLE 90.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, Other	14	2	1	.....	3	1	2	8	11	3	3	8	14
Croatian	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	1
Dalmatian	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Danish	2	1	.....	.....	1	.....	.....	1	1	1	.....	1	2
English	62	18	9	1	28	8	10	16	34	26	19	17	62
Finnish	6	.....	3	.....	3	.....	.....	3	3	.....	3	3	6
Flemish	1	.....	.....	.....	.....	.....	1	.....	1	.....	1	.....	1
French	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
German	11	4	2	1	7	.....	.....	4	4	4	2	5	11
Greek	2	.....	1	.....	1	.....	1	.....	1	.....	2	.....	2
Irish	18	1	3	1	5	.....	4	9	13	1	7	10	18
Italian, North	38	18	1	1	20	4	4	10	18	22	5	11	38
Italian, South	14	5	1	.....	6	1	2	5	8	6	3	5	14
Mexican	138	102	.....	.....	102	36	.....	.....	36	138	.....	.....	138
Norwegian	1	.....	.....	.....	.....	1	.....	.....	1	1	.....	.....	1
Scotch	4	.....	1	.....	1	.....	2	1	3	.....	3	1	4
Slovenian	2	1	.....	.....	1	.....	.....	1	1	1	.....	1	2
Spanish	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Swedish	11	1	3	.....	4	.....	1	6	7	1	4	6	11
Welsh	4	1	.....	.....	1	1	.....	2	3	2	.....	2	4
Austrian (race not specified)	4	.....	.....	.....	.....	.....	2	2	4	.....	2	2	4
Swiss (race not specified)	2	1	.....	.....	1	.....	.....	1	1	1	.....	1	2
Total	339	156	26	4	186	52	30	71	153	208	56	75	339

TABLE 91.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	641	.....	.....	.....	5	11	11	13	461	140
Native-born of foreign father, by country of birth of father:										
Canada	17	.....	.....	.....	.....	.....	.....	.....	15	2
Denmark	5	.....	.....	.....	.....	.....	.....	.....	5	.....
England	42	.....	.....	.....	.....	1	1	.....	30	10
France	2	.....	.....	.....	.....	.....	.....	.....	2	.....
Germany	34	.....	.....	.....	.....	.....	.....	.....	25	9
Ireland	54	.....	.....	.....	.....	1	.....	.....	44	9
Italy	1	.....	.....	.....	.....	.....	1	.....	.....	.....
Mexico	13	.....	.....	.....	2	6	2	3	.....	.....
Netherlands	1	.....	.....	.....	.....	.....	.....	.....	1	.....
Norway	3	.....	.....	.....	.....	.....	.....	.....	2	1
Portugal	1	.....	.....	.....	.....	.....	.....	.....	.....	1
Russia	1	.....	.....	.....	.....	.....	.....	.....	1	.....
Scotland	12	.....	.....	.....	.....	.....	1	.....	10	1
Sweden	4	.....	.....	.....	.....	.....	.....	.....	1	3
Switzerland	5	.....	.....	.....	.....	.....	.....	.....	4	1
Wales	4	.....	.....	.....	.....	.....	.....	.....	4	.....
Total	199	.....	.....	.....	2	8	5	3	144	37
Total native-born	840	.....	.....	.....	7	19	16	16	605	177

[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 91.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:										
Bosnian	2								2	
Canadian, French	4								4	
Canadian, Other	53							2	38	13
Croatian	11								11	
Dalmatian	3								3	
Danish	10								4	6
English	279						3	11	245	20
Finnish	19								17	2
Flemish	3								3	
French	5						1		4	
German	49						1	1	41	6
Greek	4								4	
Irish	91						2	1	86	2
Italian, North	160		2	2	8	86	38	4	19	1
Italian, South	22				2	14	3	1	2	
Lithuanian	2								2	
Magyar	4								4	
Mexican	595			41	262	252	33	2	4	1
Norwegian	9								8	1
Polish	2								2	
Portuguese	1							1		
Russian	2								2	
Ruthenian	1								1	
Scotch	19							1	14	4
Servian	4								4	
Slovenian	6								5	1
Spanish	22		4		8	9			1	
Swedish	28								20	8
Syrian	2								2	
Welsh	17								16	1
West Indian	1								1	
Austrian (race not specified)	7						1		6	
Swiss (race not specified)	4								4	
Total	1,441		6	43	280	361	82	24	579	66
Grand total	2,281		6	43	287	380	98	40	1,184	243

Table 92.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	5						3		2	
Native-born of foreign father, by country of birth of father:										
Austria-Hungary	1			1						
Canada	1						1			
Mexico	2			2						
Scotland	1									1
Total	5			3			1			1
Total native-born	10			3			4		2	1
Foreign-born, by race:										
English	1				1					
Italian, North	1		1							
Mexican	14		1	4	9					
Total foreign-born	16		2	4	10					
Grand total	26		2	7	10		4		2	1

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

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Table 93.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father, White	36	Foreign-born, by race:	
Native-born of foreign father, by country of birth of father:		Canadian (other than French)	1
Austria-Hungary	2	Dalmatian	25
Canada	2	English	53
England	16	French	1
France	1	German	2
Germany	1	Herzegovinian	65
Ireland	11	Irish	1
Italy	11	Italian, North	171
Mexico	1	Italian, South	19
Netherlands	1	Montenegrin	18
Portugal	1	Slovenian	4
Scotland	3	Spanish	26
Switzerland	1	Total foreign-born	386
Total	51	Grand total	473
Total native-born	87		

TABLE 94.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Canadian (other than French)	1	......	......	......	......	......	......	......	......	1
Dalmatian	25	1	6	2	2	1	4	......	6	3
English	53	......	1	2	2	3	10	6	8	21
French	1	......	......	......	......	......	1	......	......	......
German	2	......	......	......	......	......	1	......	......	1
Herzegovinian	65	6	15	20	6	4	12	......	1	1
Irish	1	......	......	......	......	......	1	......	......	......
Italian, North	171	7	28	24	25	17	47	10	4	9
Italian, South	19	......	5	3	......	3	7	......	1	......
Montenegrin	18	2	5	4	2	1	4	......	......	......
Slovenian	4	......	1	......	1	......	1	......	1	......
Spanish	26	5	9	8	1	1	2	......	......	......
Total	386	21	70	63	39	30	90	16	21	36

Table 95.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	36	1	......	......	1	5	4	......	9	6	9	......	15	1	9	1	11	13	22	1	36
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	2	......	......	......	......	2	......	......	2	......	......	......	......	......	......	......	......	2	......	......	2
Canada	2	......	......	......	......	1	......	......	1	......	......	......	......	......	1	......	1	1	1	......	2
England	16	1	......	......	1	6	......	......	6	2	5	......	7	......	2	......	2	9	7	......	16
France	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Germany	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Ireland	11	......	......	......	......	1	......	......	1	5	4	......	9	......	1	......	1	6	5	......	11
Italy	11	......	......	......	......	7	1	......	8	1	1	......	2	1	......	......	1	9	2	......	11
Mexico	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Netherlands	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Portugal	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Scotland	3	......	......	......	......	2	......	......	2	......	......	......	......	......	1	......	1	2	1	......	3
Switzerland	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Total	51	1	......	......	1	19	1	......	20	10	12	......	22	1	7	......	8	31	20	......	51
Total native-born	87	2	......	......	2	24	5	......	29	16	21	......	37	2	16	1	19	44	42	1	87
Foreign-born, by race:																					
Canadian (other than French)	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Dalmatian	25	1	......	......	1	9	1	......	10	7	4	......	11	......	2	1	3	17	7	1	25
English	53	......	......	......	......	12	3	......	15	3	19	......	22	2	14	......	16	17	36	......	53
French	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1	1	......	......	1
German	2	......	......	......	......	1	......	......	1	......	......	1	1	......	......	......	......	1	......	1	2
Herzegovinian	65	3	......	......	3	52	2	......	54	3	3	......	6	1	1	......	2	59	6	......	65
Irish	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Italian, North	171	5	......	......	5	79	16	......	95	14	48	......	62	......	7	2	9	98	71	2	171
Italian, South	19	......	......	......	......	9	3	......	12	5	2	......	7	......	......	......	......	14	5	......	19
Montenegrin	18	......	......	......	......	14	......	......	14	2	1	......	3	......	1	......	1	16	2	......	18
Slovenian	4	......	......	......	......	1	......	......	1	......	2	......	2	......	1	......	1	1	3	......	4
Spanish	26	......	......	......	......	16	1	......	17	3	4	......	7	1	1	......	2	20	6	......	26
Total foreign-born	386	9	......	......	9	193	26	......	219	37	84	1	122	5	28	3	36	244	138	4	386
Grand total	473	11	......	......	11	217	31	......	248	53	105	1	159	7	44	4	55	288	180	5	473

TABLE 96.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Canadian (other than French)	1	1	
Dalmatian	7	3	4
English	36	31	5
Herzegovinian	6		6
Irish	1	1	
Italian, North	70	25	45
Italian, South	5	2	3
Montenegrin	2		2
Slovenian	3		3
Spanish	6		6
Total	137	63	74

TABLE 97.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Dalmatian	25	16	12	3	4	4	9	9
French	1	1			1	1		
German	2	2			1	1	1	1
Herzegovinian	65	32	51	19	12	11	2	2
Italian, North	171	78	101	28	47	29	23	21
Italian, South	19	5	11		7	4	1	1
Montenegrin	18	6	14	3	4	3		
Slovenian	4	3	2	1	1	1	1	1
Spanish	26	5	24	5	2			
Total	331	148	215	59	79	54	37	35

TABLE 98.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Dalmatian	25	9	8
French	1		
German	2	2	2
Herzegovinian	65	11	8
Italian, North	171	23	19
Italian, South	19	2	1
Montenegrin	18	2	
Slovenian	4		
Spanish	26	2	
Total	331	51	38

TABLE 99.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Dalmatian	25	15	15
French	1	1	1
German	2	2	2
Herzegovinian	65	37	37
Italian, North	171	158	156
Italian, South	19	19	19
Montenegrin	18	14	14
Slovenian	4	4	3
Spanish	26	24	24
Total	331	274	271

TABLE 100.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	36	36	36
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	2	2	2
Canada	2	2	2
England	16	16	16
France	1	1	1
Germany	1	1	1
Ireland	11	11	11
Italy	11	11	11
Mexico	1	1	1
Netherlands	1	1	1
Portugal	1	1	1
Scotland	3	3	3
Switzerland	1	1	1
Total	51	51	51
Total native-born	87	87	87
Foreign-born, by race:			
Canadian (other than French)	1	1	1
Dalmatian	25	17	17
English	53	51	51
French	1	1	1
German	2	2	2
Herzegovinian	65	38	37
Irish	1	1	1
Italian, North	171	159	157
Italian, South	19	19	19
Montenegrin	18	14	14
Slovenian	4	4	3
Spanish	26	24	24
Total foreign-born	386	331	327
Grand total	473	418	414

Table 101.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Dalmatian	7	2			2		1	4	5	2	1	4	7
English	23		2	2	4		6	13	19		8	15	23
French	1	1			1					1			1
Herzegovinian	6	2	3		5		1		1	2	4		6
Irish	1			1	1							1	1
Italian, North	43	17	11	2	30	1	2	10	13	18	13	12	43
Italian, South	6	2	3		5			1	1	2	3	1	6
Montenegrin	3	3			3					3			3
Slovenian	2		1		1		1		1		2		2
Spanish	1	1			1					1			1
Total	93	28	20	5	53	1	11	28	40	29	31	33	93

Table 102.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.					
		Under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	35			19	9	4	3
Native-born of foreign father, by country of birth of father:							
Austria-Hungary	2			1		1	
Canada	2					1	1
England	16			10	4	1	1
France	1				1		
Germany	1						1
Ireland	11		1	2	5		3
Italy	11			8	2		1
Mexico	1			1			
Netherlands	1					1	
Portugal	1			1			
Scotland	3			2			1
Switzerland	1			1			
Total	51		1	26	12	4	8
Total native-born	86		1	45	21	8	11
Foreign-born, by race:							
Canadian (other than French)	1					1	
Dalmatian	25		5	18	2		
English	53			35	13	3	2
French	1			1			
German	2			2			
Herzegovinian	65		13	50	2		
Irish	1			1			
Italian, North	171		9	148	13	1	
Italian, South	19			16	2		1
Montenegrin	18		5	11	2		
Slovenian	4			4			
Spanish	26		3	23			
Total foreign-born	386		35	309	34	5	3
Grand total	472		36	354	55	13	14

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

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TABLE 103.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.
Native-born of native father, White	1,427
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	6
Azores	1
Belgium	1
Canada	114
Denmark	11
England	319
Finland	3
France	11
Germany	142
Ireland	594
Italy	18
Mexico	16
Netherlands	3
Norway	18
Portugal	2
Russia	2
Scotland	62
Sweden	18
Switzerland	10
Wales	44
Total	1,395
Total native-born	2,822
Foreign-born, by race:	
Bohemian and Moravian	4
Bosnian	2
Canadian, French	51
Canadian, Other	319
Croatian	117
Dalmatian	135
Danish	26
Dutch	4
Foreign-born, by race—Continued.	
English	1,452
Finnish	291
Flemish	6
French	13
German	128
Greek	5
Herzegovinian	131
Irish	1,063
Italian, North	557
Italian, South	49
Lithuanian	4
Magyar	6
Mexican	610
Montenegrin	87
Norwegian	75
Polish	11
Portuguese	1
Roumanian	1
Russian	7
Ruthenian	1
Scotch	76
Servian	19
Slovak	6
Slovenian	142
Spanish	48
Swedish	183
Syrian	3
Welsh	71
West Indian	1
Austrian (race not specified)	30
Belgian (race not specified)	2
Swiss (race not specified)	7
Total foreign-born	5,764
Grand total	8,586

TABLE 104.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.							
		$1.25 and under $1.50.	Under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	1,417			5	12	57	89	963	291
Native-born of foreign father, by country of birth of father:									
Austria-Hungary	5					1	1	3	
Azores	1							1	
Belgium	1						1		
Canada	113						10	78	25
Denmark	11						1	8	2
England	317				2	15	38	201	61
Finland	3							1	2
France	11						1	6	4
Germany	142					5	11	96	30
Ireland	593				2	7	53	425	107
Italy	16					9	2	4	1
Mexico	14			2	6	3	3		
Netherlands	3							3	
Norway	18							14	4
Portugal	2					1			1

*This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 104.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.							
		$1.25 and under $1.50.	Under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of foreign father, by country of birth of father—Cont'd.									
Russia	2	......	......	......	......	......	......	2	......
Scotland	61	......	......	......	......	3	5	40	13
Sweden	18	......	......	......	......	......	1	14	3
Switzerland	10	......	......	......	......	1	......	6	3
Wales	44	......	......	......	......	......	8	27	9
Total	1,385	......	......	2	10	45	134	929	265
Total native-born	2,802	......	......	7	22	102	223	1,892	556
Foreign-born, by race:									
Bohemian and Moravian	4	......	......	......	......	......	......	4	......
Bosnian	2	......	......	......	......	......	......	2	......
Canadian, French	51	......	......	......	......	......	2	42	7
Canadian, Other	319	......	......	......	......	5	13	212	89
Croatian	116	......	......	......	......	3	2	102	9
Dalmatian	135	......	......	......	5	20	9	101	......
Danish	26	......	......	......	......	2	......	15	9
Dutch	4	......	......	......	......	......	......	3	1
English	1,451	......	......	......	......	56	93	1,112	190
Finnish	290	......	......	......	......	5	9	255	21
Flemish	6	......	......	......	......	......	......	6	......
French	13	......	......	......	......	3	......	10	......
German	128	......	......	......	......	5	11	96	16
Greek	5	......	......	......	......	......	1	4	......
Herzegovinian	131	......	......	......	13	50	2	66	......
Irish	1,082	......	......	......	1	9	39	955	78
Italian, North	556	2	2	8	96	193	28	215	12
Italian, South	49	......	......	2	14	21	6	5	1
Lithuanian	4	......	......	......	......	......	......	4	......
Magyar	6	......	......	......	......	......	1	5	......
Mexican	596	......	41	262	252	33	2	5	1
Montenegrin	87	......	......	......	5	11	4	66	1
Norwegian	75	......	......	......	......	3	6	56	10
Polish	11	......	......	......	......	......	......	11	......
Portuguese	1	......	......	......	......	......	1	......	......
Roumanian	1	......	......	......	......	......	......	1	......
Russian	7	......	......	......	......	......	1	6	......
Ruthenian	1	......	......	......	......	......	......	1	......
Scotch	76	......	......	......	......	2	9	51	14
Servian	19	......	......	......	......	......	......	19	......
Slovak	6	......	......	......	......	......	1	4	1
Slovenian	142	......	......	......	......	48	15	75	4
Spanish	48	4	......	8	12	23	......	1	......
Swedish	183	......	......	......	......	5	40	105	33
Syrian	3	......	......	......	......	......	......	3	......
Welsh	71	......	......	......	......	......	1	58	12
West Indian (other than Cuban)	1	......	......	......	......	......	......	1	......
Austrian (race not specified)	30	......	......	......	......	1	3	26	......
Belgian (race not specified)	2	......	......	......	......	......	1	1	......
Swiss (race not specified)	7	......	......	......	......	......	1	5	1
Total foreign-born	5,745	6	43	280	398	498	301	3,709	510
Grand total	8,547	6	43	287	420	600	524	5,601	1,066

TABLE 105.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	7		1					3	1	2	
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1				1						
Canada	1							1			
England	2								2		
Ireland	1		1								
Italy	2								1	1	
Mexico	2				2						
Scotland	1										1
Total	10		1		3			1	3	1	1
Total native-born	17		2		3			4	4	3	1
Foreign-born, by race:											
English	1					1					
Irish	1									1	
Italian, North	1			1							
Mexican	14			1	4	9					
Total foreign-born	17			2	4	10				1	
Grand total	34		2	2	7	10		4	4	4	1

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

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TABLE 106.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.
Native-born of native father:	
White	404
Negro	14
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	5
Canada	7
Denmark	2
England	21
France	4
Germany	52
Ireland	36
Italy	3
Mexico	4
Netherlands	3
Norway	4
Scotland	7
Spain	1
Sweden	12
Switzerland	1
Wales	6
Total	168
Total native-born	586
Foreign-born, by race:	
Bohemian and Moravian	17
Bosnian	29
Bulgarian	28
Canadian, French	5
Canadian, Other	8
Croatian	105
Dalmatian	78
Danish	5
English	22
Finnish	15
Flemish	2
French	19
German	88
Greek	71
Hebrew, Russian	1
Irish	54
Italian, North	76
Italian, South	173
Lithuanian	2
Macedonian	5
Magyar	30
Mexican	6
Montenegrin	1
Norwegian	2
Polish	29
Roumanian	1
Russian	11
Ruthenian	5
Scotch	21
Servian	21
Slovak	173
Slovenian	387
Spanish	2
Swedish	97
Welsh	10
Total foreign-born	1,599
Grand total	2,185

TABLE 107.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	17	......	......	3	2	......	......	5	3	4
Bosnian	29	......	3	21	4	......	1	......	......	......
Bulgarian	28	1	12	7	......	2	3	1	1	1
Canadian, French	5	......	......	......	......	......	......	1	1	3
Canadian, Other	8	......	......	......	......	......	......	2	......	6
Croatian	105	1	6	21	18	6	32	4	8	9
Dalmatian	78	1	12	38	8	7	10	1	1	......
Danish	5	......	1	......	......	......	......	......	1	3
English	22	......	......	2	2	......	1	4	4	9
Finnish	15	......	......	2	2	1	4	2	2	2
Flemish	2	......	......	......	......	......	1	......	......	1
French	19	1	......	2	1	2	7	......	1	5
German	88	1	9	14	7	......	14	5	7	31
Greek	71	2	12	17	19	3	17	1	......	......
Hebrew, Russian	1	......	......	......	......	......	......	......	1	......
Irish	54	......	......	......	1	2	4	7	1	39
Italian, North	76	......	5	17	8	11	22	6	3	4
Italian, South	173	2	16	22	18	12	63	23	8	9
Lithuanian	2	......	......	......	......	......	2	......	......	......
Macedonian	5	......	3	2	......	......	......	......	......	......
Magyar	30	......	1	4	3	1	7	5	6	3
Mexican	6	......	......	1	2	......	1	......	1	1
Montenegrin	1	......	......	......	......	......	......	......	1	......
Norwegian	2	......	......	......	......	......	......	1	......	1
Polish	29	......	1	3	5	2	6	5	1	6
Roumanian	1	......	......	1	......	......	......	......	......	......
Russian	11	1	2	1	2	......	2	3	......	......
Ruthenian	5	......	1	......	......	......	2	1	......	1
Scotch	21	......	1	......	......	......	3	1	1	15
Servian	21	......	1	6	4	3	5	1	1	......
Slovak	173	1	6	17	7	10	53	31	17	31
Slovenian	387	6	11	57	35	37	125	75	26	15
Spanish	2	......	......	1	......	......	1	......	......	......
Swedish	97	......	9	1	3	1	13	3	19	48
Welsh	10	......	......	......	......	......	......	......	1	9
Total	1,590	17	112	200	151	100	330	188	116	256

TABLE 108.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group. 16 to 19. Single.	16 to 19. Married.	16 to 19. Widowed.	16 to 19. Total.	20 to 29. Single.	20 to 29. Married.	20 to 29. Widowed.	20 to 29. Total.	30 to 44. Single.	30 to 44. Married.	30 to 44. Widowed.	30 to 44. Total.	45 or over. Single.	45 or over. Married.	45 or over. Widowed.	45 or over. Total.	Total. Single.	Total. Married.	Total. Widowed.	Total. Total.
Native-born of native father:																					
White	402	18	......	......	18	69	81	1	151	18	115	7	140	6	73	14	93	111	269	22	402
Negro	14	......	......	......	......	1	......	......	1	3	8	......	11	......	2	......	2	4	10	......	14
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	5	2	......	......	2	1	......	......	1	1	1	......	2	......	......	......	......	4	1	......	5
Canada	7	......	......	......	......	4	1	......	5	......	2	......	2	......	......	......	......	4	3	......	7
Denmark	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
England	20	1	......	......	1	7	2	......	9	2	5	......	7	1	1	1	3	11	8	1	20
France	4	......	......	......	......	......	1	......	1	1	1	......	2	......	1	......	1	1	3	......	4
Germany	52	4	......	......	4	7	6	......	13	1	19	2	22	1	10	2	13	13	35	4	52
Ireland	36	......	......	......	......	7	......	......	7	6	10	1	17	2	8	2	12	15	18	3	36
Italy	3	2	......	......	2	......	......	......	......	......	1	......	1	......	......	......	......	2	1	......	3
Mexico	4	1	......	......	1	......	1	......	1	......	2	......	2	......	......	......	......	1	3	......	4
Netherlands	3	......	......	......	......	......	......	......	......	......	2	......	2	......	1	......	1	......	3	......	3
Norway	4	......	......	......	......	2	......	......	2	......	2	......	2	......	......	......	......	2	2	......	4
Scotland	7	3	......	......	3	......	......	......	......	1	1	......	2	......	2	......	2	4	3	......	7
Spain	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Sweden	12	2	......	......	2	3	2	......	5	1	2	......	3	1	1	......	2	7	5	......	12
Switzerland	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Wales	6	1	......	......	1	2	......	......	2	......	1	......	1	......	2	......	2	3	3	......	6
Total	167	16	......	......	16	35	14	......	49	14	49	3	66	5	26	5	36	70	89	8	167
Total native-born	583	34	......	......	34	105	95	1	201	35	172	10	217	11	101	19	131	185	368	30	583
Foreign-born, by race:																					
Bohemian and Moravian	17	......	......	......	......	3	2	......	5	2	8	......	10	......	2	......	2	5	12	......	17
Bosnian	29	2	......	......	2	16	2	......	18	3	5	......	8	......	1	......	1	21	8	......	29
Bulgarian	28	1	......	......	1	6	6	......	12	2	13	......	15	......	......	......	......	9	19	......	28
Canadian, French	5	......	......	......	......	1	1	......	2	......	2	......	2	......	1	......	1	1	4	......	5
Canadian, Other	8	......	......	......	......	3	2	......	5	......	1	......	1	2	......	......	2	5	3	......	8

Croatian	105	4			4	36	14		50	5	37	2	44	1	6		7	46	57	2	105
Dalmatian	78	13			13	43	2		45	9	11		20					65	13		78
Danish	5					1			1		2		2		2		2	1	4		5
English	22					4			4	1	7		8	2	8		10	7	15		22
Finnish	15					4	1		5	3	5	2	10					7	6	2	15
Flemish	2										1		1		1		1		2		2
French	19					3	2		5	4	4	2	10	1	3		4	8	9	2	19
German	88	1			1	10	13		23	5	38		43		19	2	21	16	70	2	88
Greek	71	3			3	45	4		49	8	9		17		2		2	56	15		71
Hebrew, Russian	1										1		1						1		1
Irish	54					3	1		4	10	16		26	2	19	3	24	15	36	3	54
Italian, North	76	7			7	16	19		35	3	25	1	29	1	4		5	27	48	1	76
Italian, South	173	9			9	48	30		78	14	54		68	1	16	1	18	72	100	1	173
Lithuanian	2					1			1		1		1					1	1		2
Macedonian	5					2	2		4		1		1					2	3		5
Magyar	30					2	5		7	4	14		18	1	3	1	5	7	22	1	30
Mexican	6					2	1		3	1	2		3					3	3		6
Montenegrin	1										1		1						1		1
Norwegian	2										2		2						2		2
Polish	29	1			1	9	2		11	4	6		10	2	5		7	16	13		29
Roumanian	1										1		1						1		1
Russian	11					4	3		7	1	1		2		2		2	5	6		11
Ruthenian	5					1	1		2	1	2		3					2	3		5
Scotch	21					1	1		2	2	6	2	10	1	7	1	9	4	14	3	21
Servian	21					7	2		9	2	7	1	10		2		2	9	11	1	21
Slovak	173	6			6	33	28		61	5	80	2	87	2	15	2	19	46	123	4	173
Slovenian	387	19	1		20	93	73	1	167	40	129	5	174	1	24	1	26	153	227	7	387
Spanish	2						1		1		1		1						2		2
Swedish	97					17	3		20	12	28	2	42	2	30	3	35	31	61	5	97
Welsh	10										4		4		2	4	6		6	4	10
Total foreign-born	1,599	66	1		67	414	221	1	636	141	525	19	686	19	174	18	211	640	921	38	1,599
Grand total	2,182	100	1		101	519	316	2	837	176	697	29	902	30	275	37	342	825	1,289	68	2,182

Table 109.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Abroad.
Bohemian and Moravian	12	11	1
Bosnian	8	....	8
Bulgarian	19	3	16
Canadian, French	4	4	....
Canadian, Other	3	3	....
Croatian	57	25	32
Dalmatian	13	3	10
Danish	4	4	....
English	15	14	1
Finnish	6	5	1
Flemish	2	2	....
French	9	8	1
German	70	64	6
Greek	15	....	15
Hebrew, Russian	1	1	....
Irish	36	36	....
Italian, North	48	18	30
Italian, South	100	68	32
Lithuanian	1	1	....
Macedonian	3	....	3
Magyar	22	19	3
Mexican	3	3	....
Montenegrin	1	1	....
Norwegian	2	2	....
Polish	13	10	3
Roumanian	1	1	....
Russian	6	1	5
Ruthenian	3	2	1
Scotch	14	13	1
Servian	11	1	10
Slovak	123	93	30
Slovenian	227	153	74
Spanish	2	1	1
Swedish	61	58	3
Welsh	6	6	....
Total	921	634	287

Table 110.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	17	13	5	3	....	....	12	10
Bosnian	29	8	28	8	1	....	....	....
Bulgarian	28	14	22	8	3	3	3	3
Canadian, French	5	5	....	....	....	....	5	5
Croatian	105	63	52	16	32	28	21	19
Dalmatian	78	25	66	17	10	6	2	2
Danish	5	5	1	1	....	....	4	4
Finnish	15	12	5	3	4	3	6	6
Flemish	2	2	....	....	1	1	1	1
French	19	9	6	....	7	3	6	6

TABLE 110.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
German	88	67	31	13	14	11	43	43
Greek	71	35	53	24	17	10	1	1
Hebrew, Russian	1	1					1	1
Italian, North	76	41	41	14	22	15	13	12
Italian, South	173	79	70	22	63	37	40	20
Lithuanian	2	2			2	2		
Macedonian	5	1	5	1				
Magyar	30	26	9	5	7	7	14	14
Mexican	6	5	3	2	1	1	2	2
Montenegrin	1	1					1	1
Norwegian	2	2					2	2
Polish	29	22	11	6	6	4	12	12
Roumanian	1		1					
Russian	11	5	6	1	2	2	3	2
Ruthenian	5	4	1		2	2	2	2
Servian	21	9	14	4	5	4	2	1
Slovak	173	109	41	10	53	31	79	68
Slovenian	387	273	146	67	125	102	116	104
Spanish	2	2	1	1	1	1		
Swedish	97	97	14	14	13	13	70	70
Total	1,484	937	632	242	391	284	461	411

TABLE 111.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	17	5	5
Bosnian	29		
Bulgarian	28	1	1
Canadian, French	5	3	3
Croatian	105	10	6
Dalmatian	78	5	4
Danish	5	5	4
Finnish	15	9	6
Flemish	2	2	2
French	19	7	6
German	88	49	48
Greek	71	7	6
Hebrew, Russian	1		
Italian, North	76	4	4
Italian South	173	10	8
Lithuanian	2	1	1
Macedonian	5	1	1
Magyar	30	9	9
Mexican	6	1	
Montenegrin	1	1	1
Norwegian	2	2	2
Polish	29	6	5
Roumanian	1		
Russian	11		
Ruthenian	5		
Servian	21	1	
Slovak	173	47	38
Slovenian	387	75	54
Spanish	2	1	1
Swedish	97	83	75
Total	1,484	345	290

Table 112.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Bohemian and Moravian	17	17	16
Bosnian	29	22	22
Bulgarian	28	22	22
Canadian, French	5	2	2
Croatian	105	68	67
Dalmatian	78	60	59
Danish	5	5	5
Finnish	15	15	15
Flemish	2	2	2
French	19	18	18
German	88	77	75
Greek	71	65	65
Hebrew, Russian	1	....	....
Italian, North	76	44	43
Italian, South	173	83	83
Lithuanian	2	1	1
Macedonian	5	5	5
Magyar	30	26	26
Mexican	6	5	5
Montenegrin	1	1	1
Norwegian	2	2	2
Polish	29	22	22
Roumanian	1	1	1
Russian	11	9	9
Ruthenian	5	2	2
Servian	21	13	12
Slovak	173	140	136
Slovenian	387	350	348
Spanish	2	2	2
Swedish	97	94	93
Total	1,484	1,173	1,159

Table 113.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	404	292	292
Negro	14	12	10
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	5	5	5
Canada	7	7	7
Denmark	2	2	2
England	21	21	21
France	4	4	4
Germany	52	52	52
Ireland	26	26	26
Italy	3	3	3
Mexico	4	3	3
Netherlands	3	3	3
Norway	4	4	4
Scotland	7	7	7

TABLE 113.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data	Number who—	
		Read.	Read and write.
Native-born of foreign father, by country of birth of father—Cont'd.			
Spain	1	1	1
Sweden	12	12	12
Switzerland	1	1	1
Wales	6	6	6
Total	168	167	167
Total native-born	586	571	569
Foreign-born, by race:			
Bohemian and Moravian	17	17	16
Bosnian	29	22	22
Bulgarian	28	22	22
Canadian, French	5	3	3
Canadian, Other	8	8	8
Croatian	105	66	65
Dalmatian	78	60	59
Danish	5	5	5
English	22	21	21
Finnish	15	15	15
Flemish	2	2	2
French	19	19	19
German	88	78	76
Greek	71	65	65
Hebrew, Russian	1	....	....
Irish	54	52	51
Italian, North	76	41	40
Italian, South	173	82	82
Lithuanian	2	1	1
Macedonian	5	5	5
Magyar	30	26	26
Mexican	6	5	5
Montenegrin	1	1	1
Norwegian	2	2	2
Polish	29	22	23
Roumanian	1	1	1
Russian	11	9	9
Ruthenian	5	2	3
Scotch	21	21	21
Servian	21	13	12
Slovak	173	141	137
Slovenian	387	351	349
Spanish	2	2	3
Swedish	97	96	95
Welsh	10	10	10
Total foreign-born	1,599	1,287	1,273
Grand total	2,185	1,858	1,842

Table 114.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	6	.....	.....	.....	.....	1	1	4	6	1	1	4	6
Bosnian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Bulgarian	3	2	.....	.....	2	.....	.....	1	1	2	.....	1	3
Canadian, French	2	.....	.....	.....	.....	.....	1	1	2	.....	1	1	2
Canadian, Other	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Croatian	31	17	1	2	20	3	.....	8	11	20	1	10	31
Dalmatian	7	5	.....	.....	5	.....	.....	2	2	5	.....	2	7
Danish	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
English	10	1	.....	.....	1	.....	2	7	9	1	2	7	10
Finnish	6	1	2	.....	3	1	1	1	3	2	3	1	6
Flemish	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	1	1
French	6	5	.....	.....	5	.....	.....	1	1	5	.....	1	6
German	31	4	5	1	10	.....	1	20	21	4	6	21	31
Greek	8	8	.....	.....	8	.....	.....	.....	.....	8	.....	.....	8
Hebrew, Russian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Irish	18	.....	2	2	4	2	2	10	14	2	4	12	18
Italian, North	28	15	.....	2	17	7	2	2	11	22	2	4	28
Italian, South	69	26	4	14	44	8	1	16	25	34	5	30	69
Lithuanian	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Magyar	15	4	1	.....	5	4	1	5	10	8	2	5	15
Montenegrin	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Norwegian	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
Polish	15	3	3	.....	6	1	1	7	9	4	4	7	15
Russian	2	1	.....	.....	1	1	.....	.....	1	2	.....	.....	2
Ruthenian	3	1	1	.....	2	1	.....	.....	1	2	1	.....	3
Scotch	13	1	1	.....	2	.....	4	7	11	1	5	7	13
Servian	4	3	.....	.....	3	1	.....	.....	1	4	.....	.....	4
Slovak	68	23	8	2	33	4	10	21	35	27	18	23	68
Slovenian	147	54	11	17	82	17	3	45	65	71	14	62	147
Spanish	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	.....	1
Swedish	48	3	6	1	10	2	3	33	38	5	9	34	48
Welsh	7	.....	.....	.....	.....	.....	1	6	7	.....	1	6	7
Total	558	178	47	42	267	53	34	204	291	231	81	246	558

TABLE 115.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:								
White	399	23	41	146	77	47	28	37
Negro	14		10	4				
Native-born of foreign father, by country of birth of father:								
Austria-Hungary	5		3	1		1		
Canada	7			3		1	2	1
Denmark	2			2				
England	20	1	3	9	2	3	1	1
France	4				1	2	1	
Germany	52	2	3	19	11	8	4	5
Ireland	36	2	2	19	4	4	2	3
Italy	2	2						
Mexico	4	1	1	2				
Netherlands	3		1		1			1
Norway	4			3				1
Scotland	5			3	1			1
Spain	1		1					
Sweden	10		1	3	2	1	2	1
Switzerland	1		1					
Wales	6		1	2	3			
Total	162	8	17	66	25	20	12	14
Total native-born	575	31	68	216	102	67	40	51
Foreign-born, by race:								
Bohemian and Moravian	17	4	7	4	2			
Bosnian	29	2	1	25	1			
Bulgarian	28		11	16	1			
Canadian, French	5			3	1		1	
Canadian, Other	8	1		4	1	1	1	
Croatian	104	18	21	56	9			
Dalmatian	77	5	9	54	9			
Danish	5		1	2	2			
English	21		1	10	3	1	3	3
Finnish	15		1	11	1		1	1
Flemish	2				1		1	
French	19			17	1	1		
German	88	5	26	29	8	6	4	10
Greek	71	2	31	34	4			
Hebrew, Russian	1		1					
Irish	54	4	5	16	14	5	6	4
Italian, North	75	28	31	13	2	1		
Italian, South	173	104	39	20	9	1		
Lithuanian	2		1		1			
Macedonian	5		2	3				
Magyar	30	3	5	18	3	1		
Mexican	6	3		3				
Montenegrin	1		1					
Norwegian	2			1	1			
Polish	29	6	13	9	1			
Roumanian	1			1				
Russian	11	2	5	2	1	1		
Ruthenian	5		4	1				
Scotch	21			7	2	4	2	6
Servian	21		6	15				
Slovak	172	26	52	80	10	4		
Slovenian	386	16	132	208	27	3		
Spanish	2			2				
Swedish	97	2	7	54	20	5	6	3
Welsh	10		1	3	2		1	3
Total foreign-born	1,593	231	414	721	137	34	26	30
Grand total	2,168	262	482	937	239	101	66	81

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 116.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.						
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 or over.
Native-born of native father, White.	5					3	2	
Native-born of foreign father, by country of birth of father:								
England	1						1	
Italy	1						1	
Scotland	2						2	
Sweden	2		1		1			
Total	6		1		1		4	
Total native-born	11		1		1	3	6	
Foreign-born, by race:								
Croatian	1				1			
Dalmatian	1					1		
English	1					1		
Italian, North	1					1		
Slovak	1						1	
Slovenian	1					1		
Total foreign-born	6				1	4	1	
Grand total	17		1		2	7	7	

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

SMELTING IN MONTANA.

TABLE 117.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father:		Foreign-born, by race—Continued.	
White	402	Dutch	4
Negro	18	English	81
Native-born of foreign father, by country of birth of father:		Finnish	13
Austria-Hungary	13	Flemish	2
Belgium	2	French	8
Canada	48	German	100
Denmark	4	Greek	1
England	48	Hebrew (other than Russian)	1
France	1	Herzegovinian	59
Germany	110	Irish	413
Ireland	142	Italian, North	132
Italy	4	Italian, South	4
Norway	21	Lithuanian	1
Scotland	17	Magyar	6
Sweden	23	Montenegrin	69
Switzerland	1	Norwegian	126
Wales	5	Polish	23
Total	439	Russian	15
Total native-born	859	Scotch	31
Foreign-born, by race:		Servian	1
Bohemian and Moravian	10	Slovak	17
Bosnian	2	Slovenian	65
Canadian, French	25	Swedish	186
Canadian, Other	117	Welsh	21
Croatian	536	Austrian (race not specified)	2
Dalmatian	17	Swiss (race not specified)	6
Danish	6	Total foreign-born	2,098
		Grand total	2,957

Table 118.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	10	1	......	......	1	1	2	......	1	4
Bosnian	2	......	......	1	......	......	1	......	......	......
Canadian, French	23	......	......	......	......	......	2	2	1	18
Canadian, Other	117	2	3	2	1	2	20	18	21	48
Croatian	536	12	8	39	61	44	183	91	56	42
Dalmatian	17	......	......	......	5	4	6	1	......	1
Danish	6	......	......	......	......	2	3	......	......	1
Dutch	4	......	......	......	1	......	......	......	1	2
English	81	2	2	5	4	3	1	8	14	42
Finnish	13	......	......	1	......	2	......	3	3	4
Flemish	2	......	......	......	......	......	......	......	......	2
French	8	......	1	......	......	......	1	1	1	4
German	100	......	3	3	6	2	10	......	16	60
Greek	1	......	......	......	......	......	......	......	1	......
Hebrew (other than Russian)	1	......	......	......	......	......	......	1	......	......
Herzegovinian	59	......	......	9	21	13	10	4	1	1
Irish	413	3	12	32	17	26	63	64	44	152
Italian, North	132	1	6	34	13	4	27	14	17	16
Italian, South	4	......	......	......	1	......	3	......	......	......
Lithuanian	1	......	......	......	......	......	......	......	1	......
Magyar	6	1	......	......	......	2	2	......	......	1
Montenegrin	69	......	2	21	37	6	3	......	......	......
Norwegian	126	......	1	17	14	9	34	7	13	31
Polish	23	......	......	......	1	1	10	2	2	7
Russian	15	......	......	1	......	......	6	7	1	......
Scotch	31	2	6	6	......	......	2	1	2	12
Servian	1	......	......	......	......	......	1	......	......	......
Slovak	17	......	......	1	......	......	1	2	2	11
Slovenian	65	1	......	8	3	8	13	8	10	14
Swedish	186	1	4	8	9	10	35	21	42	56
Welsh	21	......	......	2	......	......	......	......	5	14
Austrian (race not specified)	2	......	......	......	......	......	......	1	......	1
Swiss (race not specified)	6	......	......	......	2	......	1	......	1	2
Total	2,098	26	48	190	197	139	440	256	256	546

Table 119.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	402	11			11	111	60	2	173	30	113	10	153	9	47	9	65	161	220	21	402
Negro	18					3	1		4	2	7		9	2	3		5	7	11		18
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	13	5			5	4	2		6	1			1	1			1	11	2		13
Belgium	2					1			1	1			1					2			2
Canada	48	7			7	22	4	1	27	4	5		9		5		5	33	14	1	48
Denmark	4	1			1		1		1	1	1		2					2	2		4
England	48	1			1	7	4		11	5	21	2	28		7	1	8	13	32	3	48
France	1										1		1						1		1
Germany	110	8			8	20	15	1	36	10	34	3	47	3	14	2	19	41	63	6	110
Ireland	142	8			8	24	8		32	25	33	3	61	7	23	11	41	64	64	14	142
Italy	4	3			3		1		1									3	1		4
Norway	21	7			7	7	3		10	1	2		3		1		1	15	6		21
Scotland	17	1			1	7	1		8	2	3		5	1	2		3	11	6		17
Sweden	23	4			4	14	2		16		2		2		1		1	18	5		23
Switzerland	1										1		1						1		1
Wales	5	1			1	2			2		1		1		1		1	3	2		5
Total	439	46			46	108	41	2	151	50	104	8	162	12	54	14	80	216	199	24	439
Total native-born	859	57			57	222	102	4	328	82	224	18	324	23	104	23	150	384	430	45	859
Foreign-born, by race:																					
Bohemian and Moravian	10					3			3		3		3	1	2	1	4	4	5	1	10
Bosnian	2					2			2									2			2
Canadian, French	23					2	1		3	1	9		10		10		10	3	20		23
Canadian, Other	117	3			3	24	9		33	12	33	3	48	4	26	3	33	43	68	6	117
Croatian	536	6			6	143	83		226	30	205	5	240		60	4	64	179	348	9	536
Dalmatian	17	1			1	6	1		7		4	1	5		4		4	7	9	1	17
Danish	6					3	2		5						1		1	3	3		6
Dutch	4					1			1		1		1		2		2	1	3		4
English	81	2			2	16	3		19	7	30		37	4	18	1	23	29	51	1	81
Finnish	13					2	1		3	1	7		8		2		2	3	10		13

Flemish	2	......	......	......	......	......	......	......	......	......	1	......	1	1	......	......	1	1		......	2
French	8	......	......	......	......	1	1	1	3	......	1	......	1	1	3	......	4	2		1	8
German	100	2	......	......	2	11	7	......	18	6	29	2	37	9	31	3	43	28	67	5	100
Greek	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Hebrew (other than Russian)	1	......	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	......	......	1	1
Herzegovinian	59	......	......	......	......	36	5	......	41	2	16	......	18	......	......	......	......	38	21	......	59
Irish	411	2	......	......	2	96	14	1	111	81	127	6	214	16	58	10	84	195	199	17	411
Italian, North	132	1	......	......	1	42	17	......	59	11	42		5	1	16	......	17	55	76	1	122
Italian, South	4	......	......	......	......	2	1	......	3	......	1	......	1	......	......	......	......	2	2	......	4
Lithuanian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Magyar	6	......	......	......	......	1	1	......	2	......	3	......	3	......	1	......	1	1	5	......	6
Montenegrin	69	......	......	......	......	43	4	......	47	3	17	......	20	......	2	......	2	46	23	......	69
Norwegian	126	1	......	......	1	41	16	......	57	18	32	1	51	3	14	......	17	63	62	1	126
Polish	23	......	......	......	......	4	4	......	8	1	8	......	9	1	5	......	6	6	17	......	23
Russian	15	......	......	......	......	5	1	......	6	3	6	......	9	......	......	......	......	8	7	......	15
Scotch	31	1	......	......	1	4	4	......	8	3	10	1	14	......	8	......	8	8	22	1	31
Servian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Slovak	17	......	......	......	......	1	......	2	3	1	10	......	11	......	3	......	3	2	13	2	17
Slovenian	65	......	......	......	......	14	6	......	20	7	25	1	33	1	10	1	12	22	41	2	65
Swedish	185	1	......	......	1	46	8	1	55	21	74	4	99	2	27	1	30	70	109	6	185
Welsh	21	......	......	......	......	4	......	......	4	2	5	......	7	2	7	1	10	8	12	1	21
Austrian (race not specified)	2	......	......	......	......	......	......	......	......	......	2	......	2	......	......	......	......	......	2	......	2
Swiss (race not specified)	6	......	......	......	......	1	1	......	2	......	3	......	3	......	......	1	1	1	4	1	6
Total foreign-born	2,095	20	......	......	20	555	191	5	751	210	706	25	941	46	310	27	383	831	1,207	57	2,095
Grand total	2,954	77	......	......	77	777	293	9	1,079	292	930	43	1,265	69	414	50	533	1,215	1,637	102	2,954

TABLE 120.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	5	4	1
Canadian, French	20	20	....
Canadian, Other	66	64	2
Croatian	348	120	228
Dalmatian	9	2	7
Danish	3	3	....
Dutch	3	3	....
English	51	49	2
Finnish	10	9	1
Flemish	1	1	....
French	5	5	....
German	67	65	2
Greek	1	1	....
Herzegovinian	21	10	11
Irish	198	189	9
Italian, North	76	48	28
Italian, South	2	....	2
Lithuanian	1	1	....
Magyar	5	5	....
Montenegrin	23	....	23
Norwegian	62	54	8
Polish	17	14	3
Russian	7	7	....
Scotch	22	18	4
Slovak	13	13	....
Slovenian	41	27	14
Swedish	109	99	10
Welsh	12	11	1
Austrian (race not specified)	2	2	....
Swiss (race not specified)	4	4	....
Total	1,204	848	356

TABLE 121.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	10	10	3	3	2	2	5	5
Bosnian	2	....	1	....	1	....	....	....
Canadian, French	23	23	....	....	2	2	21	21
Croatian	535	426	163	102	183	161	189	163
Dalmatian	17	9	9	5	6	2	2	2
Danish	6	6	2	2	3	3	1	1
Dutch	4	4	1	1	....	....	3	3
Finnish	13	12	3	3	....	....	10	9
Flemish	2	2	....	....	....	....	2	2
French	8	7	1	1	1	....	6	6
German	100	99	14	13	10	10	76	76
Greek	1	1	....	....	....	....	1	1
Hebrew (other than Russian)	1	1	....	....	....	....	1	1
Herzegovinian	59	31	43	17	10	9	6	5

TABLE 121.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Italian, North	131	88	57	25	27	21	47	42
Italian, South	3	3	1	1	2	2		
Lithuanian	1	1					1	1
Magyar	6	5	3	2	2	2	1	1
Montenegrin	69	15	66	14	3	1		
Norwegian	126	126	41	41	34	34	51	51
Polish	23	21	2	1	10	9	11	11
Russian	15	14	1		6	6	8	8
Servian	1	1			1	1		
Slovak	17	17	1	1	1	1	15	15
Slovenian	65	49	20	12	13	8	32	29
Swedish	186	184	32	31	35	35	119	118
Austrian (race not specified)	2	2					2	2
Swiss (race not specified)	6	6	2	2	1	1	3	3
Total	1,432	1,163	466	277	353	310	613	576

TABLE 122.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	10	7	7
Bosnian	2		
Canadian, French	23	18	16
Croatian	535	174	137
Dalmatian	17	5	4
Danish	6	6	5
Dutch	4	4	4
Finnish	13	10	10
Flemish	2	2	2
French	8	7	4
German	100	88	84
Greek	1		
Hebrew (other than Russian)	1		
Herzegovinian	59	14	13
Italian, North	131	35	30
Italian, South	3	2	2
Lithuanian	1		
Magyar	6	2	2
Montenegrin	69	2	2
Norwegian	126	112	97
Polish	23	14	11
Russian	15	10	10
Servian	1		
Slovak	17	11	7
Slovenian	65	34	23
Swedish	184	178	165
Austrian (race not specified)	2		
Swiss (race not specified)	6	6	6
Total	1,430	731	641

Table 123.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	10	8	7
Bosnian	2	1	1
Canadian, French	23	15	13
Croatian	535	446	443
Dalmatian	17	12	12
Danish	6	6	6
Dutch	4	4	4
Finnish	13	13	13
Flemish	2	2	2
French	8	7	7
German	100	93	91
Greek	1	1	1
Hebrew (other than Russian)	1	1	1
Herzegovinian	59	41	41
Italian, North	131	124	123
Italian, South	3	3	3
Lithuanian	1	1	1
Magyar	6	5	5
Montenegrin	69	61	60
Norwegian	126	126	124
Polish	23	21	20
Russian	15	13	12
Servian	1	1	1
Slovak	17	16	16
Slovenian	65	57	57
Swedish	184	183	182
Austrian (race not specified)	2	1	1
Swiss (race not specified)	6	6	6
Total	1,430	1,268	1,253

Table 124.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	402	402	402
Negro	15	15	15
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	13	13	13
Belgium	2	2	2
Canada	48	47	47
Denmark	4	4	4
England	48	48	48
France	1	1	1
Germany	110	110	110
Ireland	142	142	141
Italy	4	4	4
Norway	21	21	21
Scotland	17	17	17
Sweden	23	23	23
Switzerland	1	1	1
Wales	5	5	5
Total	439	438	437
Total native-born	856	855	854
Foreign-born, by race:			
Bohemian and Moravian	10	9	8
Bosnian	2	1	1
Canadian, French	23	21	19
Canadian, Other	115	114	112
Croatian	535	450	447
Dalmatian	17	12	12
Danish	6	6	6
Dutch	4	4	4
English	81	81	81
Finnish	13	13	13
Flemish	2	2	2
French	8	8	8
German	100	99	99
Greek	1	1	1
Hebrew (other than Russian)	1	1	1
Herzegovinian	59	41	41
Irish	413	411	410
Italian, North	131	124	124
Italian, South	3	3	3
Lithuanian	1	1	1
Magyar	6	5	5
Montenegrin	69	61	60
Norwegian	126	126	126
Polish	23	21	20
Russian	15	13	12
Scotch	31	31	31
Servian	1	1	1
Slovak	17	16	16
Slovenian	65	57	57
Swedish	184	184	184
Welsh	21	20	20
Austrian (race not specified)	2	1	1
Swiss (race not specified)	6	6	6
Total foreign-born	2,091	1,944	1,932
Grand total	2,947	2,799	2,786

Table 125.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	5	1			1			4	4	1		4	5
Canadian, French	6		1		1			5	5		1	5	6
Canadian, Other	44	1	5	4	10	3	2	29	34	4	7	33	44
Croatian	228	45	52	22	119	8	8	93	109	53	60	115	228
Dalmatian	6	1	3		4			2	2	1	3	2	6
Dutch	2							2	2			2	2
English	25			1	1			24	24			25	25
Finnish	5					2	1	2	5	2	1	2	5
Flemish	2							2	2			2	2
French	3		1		1			2	2		1	2	3
German	37		5		5	1	1	30	32	1	6	30	37
Hebrew (other than Russian)	1						1		1		1		1
Herzegovinian	8	4	1	1	6	1		1	2	5	1	2	8
Irish	144	2	14	24	40	1	4	99	104	3	18	123	144
Italian, North	47	4	9	3	16	1	1	29	31	5	10	32	47
Italian, South	1		1		1						1		1
Lithuanian	1							1	1			1	1
Magyar	2	1			1			1	1	1		1	2
Montenegrin	2	2			2					2			2
Norwegian	44	3	15	3	21			23	23	3	15	26	44
Polish	11	2	3		5	1		5	6	3	3	5	11
Russian	9	2			2	1		6	7	3		6	9
Scotch	7		2		2			5	5		2	5	7
Slovak	4		1		1		1	2	3		2	2	4
Slovenian	26	6	2		8		2	16	18	6	4	16	26
Swedish	69		12	7	19		3	47	50		15	54	69
Welsh	6						1	5	6		1	5	6
Austrian (race not specified)	1							1	1			1	1
Total	746	74	127	65	266	19	25	436	480	93	152	501	746

Table 126.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.						
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:								
White	400		1	1	5	256	32	105
Negro	18	1				17		
Native-born of foreign father, by country of birth of father:								
Austria-Hungary	13	1	1		1	9		1
Belgium	2					1		1
Canada	46		1	1		27	5	12
Denmark	4			1		2	1	
England	48					23	9	16
France	1					1		
Germany	106					66	11	29
Ireland	141					104	11	26
Italy	3					3		
Norway	17	1				15		1
Scotland	17					13	1	3
Sweden	22			1	1	17	2	1
Switzerland	1						1	
Wales	5					5		
Total	426	2	2	3	2	286	41	90
Total native-born	844	3	3	4	7	559	73	195
Foreign-born, by race:								
Bohemian and Moravian	10					10		
Bosnian	2	2						
Canadian, French	23					12	3	8
Canadian, Other	115				1	63	9	42
Croatian	529					485	23	21
Dalmatian	17					17		
Danish	6					5		1
Dutch	4					3	1	
English	81					47	10	24
Finnish	13					11	1	1
Flemish	2					2		
French	8					7	1	
German	98					74	7	17
Greek	1					1		
Hebrew (other than Russian)	1					1		
Herzegovinian	59					57	2	
Irish	411					309	38	64
Italian, North	132					110	10	12
Italian, South	4					3	1	
Lithuanian	1					1		
Magyar	6					6		
Montenegrin	69					69		
Norwegian	124	1				101	9	13
Polish	23					17	4	2
Russian	15					14	1	
Scotch	30					23	4	3
Servian	1					1		
Slovak	17					14	2	1
Slovenian	63					55	3	5
Swedish	186					141	13	32
Welsh	21					13	1	7
Austrian (race not specified)	2					2		
Swiss (race not specified)	6				1	4	1	
Total foreign-born	2,060	3			2	1,678	144	253
Grand total	2,924	6	3	4	9	2,237	217	448

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[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 127.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.					
		$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 or over.
Native-born of native father, White	2	2					
Native-born of foreign father, by country of birth of father:							
Canada	2	2					
Germany	4	1		2		1	
Ireland	1					1	
Italy	1	1					
Norway	4	4					
Sweden	1	1					
Total	13	9		2		2	
Total native-born	15	11		2		2	
Foreign-born, by race:							
Canadian (other than French)	1	1					
Croatian	1					1	
German	1	1					
Irish	2					2	
Scotch	1		1				
Total foreign-born	6	2	1			3	
Grand total	21	13	1	2		5	

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

SMELTING IN ARIZONA.

Table 128.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.	General nativity and race.	Number.
Native-born of native father:		Foreign-born by race—Continued.	
White	317	Croatian	1
Negro	4	Danish	1
Native-born of foreign father, by country of birth of father:		English	31
Austria-Hungary	1	French	2
Canada	3	German	15
Chile	1	Irish	21
Denmark	2	Italian, North	7
England	17	Italian, South	1
Germany	21	Mexican	947
Ireland	16	Norwegian	10
Mexico	58	Scotch	19
Norway	1	Slovenian	1
Russia	2	Spanish	14
Scotland	2	Swedish	16
Spain	1	Syrian	1
Sweden	2	Welsh	7
Wales	2	Austrian (race not specified)	1
Total	129	Swiss (race not specified)	2
Total native-born	450	Total foreign-born	1,116
Foreign-born, by race:		Grand total	1,566
Bohemian and Moravian	1		
Canadian, French	5		
Canadian, Other	13		

Table 129.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	1							1		
Canadian, French	5						1	3	1	
Canadian, Other	13			2	2	1	4	1		3
Croatian	1						1			
Danish	1									1
English	31	1	1	2	5		6	2	3	11
French	2								1	1
German	15	1	1	2			1	3		7
Irish	21	1		2		1	1	3	3	10
Italian, North	7			1		1	2	1	2	
Italian, South	1									1
Mexican	947	47	60	128	116	87	273	117	68	51
Norwegian	10		2	1	2	2	3			
Scotch	19		1	4	2	3	4	1		4
Slovenian	1									1
Spanish	14	1	3	5		3	2			
Swedish	16			1	3	1	6	1		4
Syrian	1			1						
Welsh	7									7
Austrian (race not specified)	1							1		
Swiss (race not specified)	2								1	1
Total	1,116	51	68	149	130	99	304	134	79	102

TABLE 130.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	313	26	1	1	28	77	49	2	128	32	82	5	119	8	27	3	38	143	159	11	313
Negro	4						1		1	1	2		3					1	3		4
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	1					1			1									1			1
Canada	3										1		1		2		2		3		3
Chile	1										1		1						1		1
Denmark	2						2		2										2		2
England	17	3			3	5	2		7	1	2		3	1	3		4	10	7		17
Germany	21	4			4	7			7	1	5	1	7	1	2		3	13	7	1	21
Ireland	16	1			1	2			2	4	7		11		2		2	7	9		16
Mexico	57	11			11	16	12		28		12		12	1	4	1	6	28	28	1	57
Norway	1										1		1						1		1
Russia	2					1	1		2									1	1		2
Scotland	2					1			1		1		1					1	1		2
Spain	1						1		1										1		1
Sweden	2										2		2						2		2
Wales	2						1		1		1		1						2		2
Total	128	19			19	33	19		52	6	33	1	40	3	13	1	17	61	65	2	128
Total native-born	445	45	1	1	47	110	69	2	181	39	117	6	162	11	40	4	55	205	227	13	445
Foreign-born, by race:																					
Bohemian and Moravian	1						1		1										1		1
Canadian, French	5					1			1	2	1		3	1			1	4	1		5
Canadian, Other	13					6	2		8	1	3		4		1		1	7	6		13
Danish	1										1		1						1		1
English	30	1			1	5	4		9	3	7	2	12	1	6	1	8	10	17	3	30
French	2									1			1	1			1	2			2
German	15	1			1	2	1		3	4	1		5	2	4		6	9	6		15
Irish	21	1			1	4			4	4	6	1	11	1	4		5	10	10	1	21
Italian, North	7					1			1	1	4	1	6					2	4	1	7
Italian, South	1														1		1		1		1

Mexican	941	84	4	......	88	250	197	7	454	66	226	12	304	11	71	13	95	411	498	32	941
Norwegian	10	1	......	......	1	4	2	......	6	2	......	......	2	......	1	......	1	7	3	......	10
Scotch	19	......	......	......	......	5	3	......	8	2	6	1	9	......	2	......	2	7	11	1	19
Slovenian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Spanish	13	2	......	......	2	6	1	......	7	......	4	......	4	......	......	......	......	8	5	......	13
Swedish	16	......	......	......	......	9	1	......	10	2	3	......	5	......	......	1	1	11	4	1	16
Syrian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Welsh	7	......	......	......	......	......	......	......	......	......	3	......	3	......	2	2	4	......	5	2	7
Austrian (race not specified)	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Swiss (race not specified)	2	......	......	......	......	......	......	......	......	1	1	......	2	......	......	......	......	1	1	......	2
Total foreign-born	1,107	90	4	......	94	293	213	7	513	90	267	17	374	17	92	17	126	490	576	41	1,107
Grand total	1,552	135	5	1	141	403	282	9	694	129	384	23	536	28	132	21	181	686	803	54	1,552

TABLE 131.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	1	1	
Canadian, French	1	1	
Canadian, Other	6	6	
Danish	1	1	
English	17	15	2
German	6	6	
Irish	10	9	1
Italian, North	4	3	1
Italian, South	1	1	
Mexican	497	332	165
Norwegian	3	2	1
Scotch	11	11	
Slovenian	1	1	
Spanish	5	2	3
Swedish	4	3	1
Syrian	1	1	
Welsh	5	5	
Swiss (race not specified)	1	1	
Total	575	401	174

TABLE 132.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	1	1					1	1
Canadian, French	5	5			1	1	4	4
Croatian	1	1			1	1		
Danish	1	1					1	1
French	2	2					2	2
German	15	15	4	4	1	1	10	10
Italian, North	7	5	2	1	2	1	3	3
Italian, South	1	1					1	1
Mexican	918	82	429	12	262	21	227	49
Norwegian	10	9	7	6	3	3		
Slovenian	1	1					1	1
Spanish	14	2	12	1	2	1		
Swedish	16	16	5	5	6	6	5	5
Syrian	1		1					
Austrian (race not specified)	1	1					1	1
Swiss (race not specified)	2	2					2	2
Total	996	144	460	29	278	35	258	80

Table 133.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	1	1	1
Canadian, French	5	4	4
Croatian	1	1	1
Danish	1	1	1
French	2	2	2
German	15	15	14
Italian, North	7	3	2
Italian, South	1	1	1
Mexican	918	51	44
Norwegian	10	9	7
Slovenian	1	1	1
Spanish	14	1	1
Swedish	16	15	15
Syrian	1		
Austrian (race not specified)	1		
Swiss (race not specified)	2	2	2
Total	996	107	96

Table 134.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Bohemian and Moravian	1	1	1
Canadian, French	5	5	4
Croatian	1	1	1
Danish	1	1	1
French	2	2	2
German	15	14	14
Italian, North	7	7	7
Italian, South	1	1	1
Mexican	918	593	560
Norwegian	10	10	10
Slovenian	1	1	1
Spanish	14	14	14
Swedish	16	15	15
Syrian	1	1	
Austrian (race not specified)	1	1	1
Swiss (race not specified)	2	1	1
Total	996	668	633

TABLE 185.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	315	309	309
Negro	4	4	4
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Canada	3	3	3
Chile	1	1	1
Denmark	2	2	2
England	17	16	16
Germany	21	21	21
Ireland	16	16	16
Mexico	57	47	45
Norway	1	1	1
Russia	2	2	2
Scotland	2	2	2
Spain	1	1	1
Sweden	2	2	2
Wales	2	2	2
Total	128	117	115
Total native-born	447	430	428
Foreign-born, by race:			
Bohemian and Moravian	1	1	1
Canadian, French	5	5	4
Canadian, Other	13	13	13
Croatian	1	1	1
Danish	1	1	1
English	31	31	31
French	2	2	2
German	15	15	15
Irish	21	20	20
Italian, North	7	7	7
Italian, South	1	1	1
Mexican	918	594	561
Norwegian	10	10	10
Scotch	19	19	19
Slovenian	1	1	1
Spanish	14	14	14
Swedish	16	16	16
Syrian	1	1	....
Welsh	7	7	7
Austrian (race not specified)	1	1	1
Swiss (race not specified)	2	2	2
Total foreign-born	1,087	762	727
Grand total	1,534	1,192	1,155

Table 136.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian, French	3	1			1	2			2	3			3
Canadian, Other	4	3			3	1			1	4			4
English	9	3	1		4	1		4	5	4	1	4	9
French	1						1		1		1		1
German	8		1		1	2	3	2	7	2	4	2	8
Irish	6					1	1	4	6	1	1	4	6
Italian, North	4	2			2	2			2	4			4
Mexican	208	124			124	79	3	2	84	203	3	2	208
Norwegian	1		1		1						1		1
Scotch	7	1	3		4		1	2	3	1	4	2	7
Spanish	2	2			2					2			2
Swedish	4		2	1	3		1		1		3	1	4
Welsh	3						1	2	3		1	2	3
Austrian (race not specified)	1					1			1	1			1
Total	261	136	8	1	145	89	11	16	116	225	19	17	261

Table 137.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	307				6	11	12	53	86	62	77
Negro	4							3	1		
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1							1			
Canada	3									2	1
Chile	1							1			
Denmark	2									1	1
England	15						2	1	1	1	10
Germany	19						2	3	7	3	4
Ireland	16						1	2	8	2	3
Mexico	53				14	10	10	16	1	1	1
Norway	1										1
Russia	2							1	1		
Scotland	2								1		1
Spain	1				1						
Sweden	2								1		1
Wales	2									1	1
Total	120				15	10	15	25	20	11	24
Total native-born	431				21	21	27	81	107	73	101

*This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 137.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Bohemian and Moravian	1						1				
Canadian, French	5								3	1	1
Canadian, Other	13							1	3	6	3
Danish	1										1
English	30						3	3	3	2	19
French	2								1		1
German	15						1		9	3	2
Irish	21					1		2	5	4	9
Italian, North	7				1			3	1	1	1
Italian, South	1									1	
Mexican	929				423	198	167	117	21	2	1
Norwegian	10						1	1	4	4	
Scotch	19						4	4	6		5
Slovenian	1									1	
Spanish	14				7	2	1	1	2		1
Swedish	16							1	5	7	3
Syrian	1					1					
Welsh	7					1			4		2
Austrian (race not specified)	1						1				
Swiss (race not specified)	2										2
Total foreign-born	1,096				431	203	179	133	67	32	51
Grand total	1,527				452	224	206	214	174	105	152

Table 138.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	10		1		1		3	4		1	
Native-born of foreign father, by country of birth of father:											
England	2		1		1						
Germany	2					1		1			
Mexico	5				3	2					
Total	9		1		4	3		1			
Total native-born	19		2		5	3	3	5		1	
Foreign-born, by race:											
Croatian	1					1					
English	1				1						
Mexican	18			1	9	8					
Total foreign-born	20			1	10	9					
Grand total	39		2	1	15	12	3	5		1	

*This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

SMELTING IN UTAH.

TABLE 139.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.
Native-born of native father, White	214
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	1
Canada	5
Denmark	27
England	46
Germany	23
Ireland	12
Italy	9
Netherlands	1
Norway	2
Scotland	19
Sweden	14
Switzerland	4
Wales	8
Africa (country not specified)	1
Total	172
Total native-born	386
Foreign-born, by race:	
Bohemian and Moravian	1
Canadian, French	3
Canadian, Other	5
Croatian	1
Danish	22
Dutch	2
East Indian	1
English	38
French	3
German	17
Greek	121
Irish	15
Italian, North	8
Japanese	65
Norwegian	3
Russian	1
Scotch	11
Slovenian	3
Swedish	22
Welsh	4
Austrian (race not specified)	1
Swiss (race not specified)	1
Total foreign-born	348
Grand total	734

TABLE 140.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	1							1		
Canadian, French	3									3
Canadian, Other	5						1	1	1	2
Croatian	1							1		
Danish	22				1	3	6	2	1	9
Dutch	2				1				1	
East Indian	1			1						
English	38	1	3	3	1	1	9	3	2	15
French	3						1	1		1
German	17	1	1				3	1	5	6
Greek	121	6	1	32	39	20	22	1		
Irish	15		2				3	1	2	7
Italian, North	8				1	1	3	1	1	1
Japanese	65			1	20	18	20	6		
Norwegian	3							1		2
Russian	1		1							
Scotch	11	2	2	1	2		2		1	1
Slovenian	3							1	1	1
Swedish	22					4	2	3	7	7
Welsh	4	1								3
Austrian (race not specified)	1					1				
Swiss (race not specified)	1					1				
Total	348	11	10	38	65	49	72	23	22	58

TABLE 141.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	213	16	......	......	16	78	37	2	117	9	43	1	53	3	21	3	27	106	101	6	213
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Canada	5	......	......	......	......	1	1	......	2	1	2	......	3	......	......	......	......	2	3	......	5
Denmark	27	2	......	......	2	12	7	......	19	2	4	......	6	......	......	......	......	16	11	......	27
England	46	6	......	......	6	14	14	1	29	3	7	......	10	......	1	......	1	23	22	1	46
Germany	23	1	......	......	1	7	5	......	12	2	5	......	7	1	2	......	3	11	12	......	23
Ireland	12	......	......	......	......	7	1	......	8	3	1	......	4	......	......	......	......	10	2	......	12
Italy	9	......	......	......	......	3	6	......	9	......	......	......	......	......	......	......	......	3	6	......	9
Netherlands	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Norway	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
Scotland	19	......	......	......	......	6	5	......	11	1	7	......	8	......	......	......	......	7	12	......	19
Sweden	14	2	......	......	2	3	5	......	8	1	3	......	4	......	......	......	......	6	8	......	14
Switzerland	4	......	......	......	......	2	......	......	2	......	2	......	2	......	......	......	......	2	2	......	4
Wales	8	......	......	......	......	3	1	......	4	2	2	......	4	......	......	......	......	5	3	......	8
Africa (country not specified)	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Total	172	11	......	......	11	62	45	1	108	16	33	......	49	1	3	......	4	90	81	1	172
Total native-born	385	27	......	......	27	140	82	3	225	25	76	1	102	4	24	3	31	196	182	7	385
Foreign-born, by race:																					
Bohemian and Moravian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Canadian, French	3	......	......	......	......	......	......	......	......	......	3	......	3	......	......	......	......	......	3	......	3
Canadian, Other	5	......	......	......	......	2	......	......	2	1	1	......	2	......	1	......	1	3	2	......	5
Croatian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Danish	22	......	......	......	......	9	3	......	12	......	4	1	5	1	3	1	5	10	10	2	22
Dutch	2	1	......	......	1	1	......	......	1	......	......	......	......	......	......	......	......	2	......	......	2
East Indian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
English	38	......	......	......	......	10	1	......	11	3	13	1	17	1	9	......	10	14	23	1	38
French	3	......	......	......	......	1	......	......	1	1	......	......	1	......	1	......	1	2	1	......	3
German	17	1	......	......	1	2	......	......	2	3	6	......	9	1	3	1	5	7	9	1	17

Greek	121	17	......	......	17	62	7	......	70	5	23	3	31	1	2	......	3	86	32	3	121
Irish	15	......	......	......	......	3	1	......	4	5	2	......	7	1	3	......	4	9	6	......	15
Italian, North	8	......	......	......	......	4	......	......	4	1	3	......	4	......	......	......	......	5	3	......	8
Japanese	62	1	......	......	1	21	3	......	24	8	26	......	34	......	3	......	3	30	32	......	62
Norwegian	3	......	......	......	......	......	1	......	1	1	......	1	2	......	......	......	......	1	1	1	3
Russian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Scotch	11	......	......	......	......	5	2	......	7	2	2	......	4	......	......	......	......	7	4	......	11
Slovenian	3	......	......	......	......	1	......	......	1	1	1	......	2	......	......	......	......	2	1	......	3
Swedish	22	1	......	......	1	2	4	......	6	3	7	......	10	......	5	......	5	6	16	......	22
Welsh	4	......	......	......	......	......	......	......	......	1	3	......	4	......	......	......	......	1	3	......	4
Austrian (race not specified)	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Swiss (race not specified)	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Total foreign-born	345	21	......	......	21	128	22	......	150	36	95	6	137	5	30	2	37	190	147	8	345
Grand total	730	48	......	......	48	268	104	3	375	61	171	7	239	9	54	5	68	386	329	15	730

TABLE 142.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Canadian, French	3	3	
Canadian, Other	2	2	
Croatian	1	1	
Danish	10	10	
English	23	23	
French	1	1	
German	9	9	
Greek	32		32
Irish	6	6	
Italian, North	3	1	2
Japanese	32	1	31
Norwegian	1	1	
Scotch	4	4	
Slovenian	1	1	
Swedish	16	15	1
Welsh	3	3	
Total	147	81	66

TABLE 143.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	1	1					1	1
Canadian, French	3	3					3	3
Croatian	1	1					1	1
Danish	22	22	4	4	6	6	12	12
Dutch	2	1	1				1	1
East Indian	1	1	1	1				
French	3	3			1	1	2	2
German	17	17	2	2	3	3	12	12
Greek	121	68	98	49	22	18	1	1
Italian, North	8	7	2	2	3	3	3	2
Japanese	63	18	38	7	20	8	5	3
Norwegian	3	3					3	3
Russian	1	1	1	1				
Slovenian	3	3					3	3
Swedish	22	22	4	4	2	2	16	16
Austrian (race not specified)	1	1	1	1				
Swiss (race not specified)	1	1	1	1				
Total	273	173	153	72	57	41	63	60

Table 144.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	1		
Canadian, French	3	3	2
Croatian	1		
Danish	22	22	21
Dutch	2	1	1
East Indian	1	1	1
French	3	2	2
German	17	16	16
Greek	121	36	33
Italian, North	8	3	3
Japanese	63	7	7
Norwegian	3	3	3
Russian	1	1	1
Slovenian	3	2	2
Swedish	22	22	21
Austrian (race not specified)	1		
Swiss (race not specified)	1	1	1
Total	273	120	114

Table 145.—*Number of foreign-born male employees who read their native language number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Bohemian and Moravian	1	1	1
Canadian, French	3	1	1
Croatian	1	1	1
Danish	22	17	17
Dutch	2	1	1
East Indian	1	1	1
French	3	3	3
German	17	14	14
Greek	121	102	102
Italian, North	8	6	6
Japanese	63	63	63
Norwegian	3	3	3
Russian	1	1	1
Slovenian	3	3	3
Swedish	22	18	18
Austrian (race not specified)	1	1	1
Swiss (race not specified)	1	1	1
Total	273	237	237

Table 146.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father, White	214	214	214
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	1	1	1
Canada	5	5	5
Denmark	25	25	25
England	46	46	46
Germany	23	23	23
Ireland	12	12	12
Italy	9	9	9
Netherlands	1	1	1
Norway	2	2	2
Scotland	19	19	19
Sweden	14	14	14
Switzerland	4	4	4
Wales	8	8	8
Africa (country not specified)	1	1	1
Total	170	170	170
Total native-born	384	384	384
Foreign-born, by race:			
Bohemian and Moravian	1	1	1
Canadian, French	3	3	3
Canadian, Other	5	5	5
Croatian	1	1	1
Danish	22	22	22
Dutch	2	2	2
East Indian	1	1	1
English	38	38	38
French	3	3	3
German	17	17	17
Greek	121	102	102
Irish	15	15	15
Italian, North	8	7	7
Japanese	63	63	63
Norwegian	3	3	3
Russian	1	1	1
Scotch	11	11	11
Slovenian	3	3	3
Swedish	22	22	22
Welsh	4	4	4
Austrian (race not specified)	1	1	1
Swiss (race not specified)	1	1	1
Total foreign-born	346	326	326
Grand total	730	710	710

Table 147.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	1	....	....	....	....	....	....	1	1	....	....	1	1
Canadian, Other	1	....	....	....	....	....	....	1	1	....	....	1	1
Danish	2	1	....	....	1	....	....	1	1	1	....	1	2
English	8	3	1	....	4	....	2	2	4	3	3	2	8
French	1	....	....	....	....	....	....	1	1	....	....	1	1
German	6	....	2	....	2	1	1	2	4	1	3	2	6
Greek	8	6	1	....	7	1	....	....	1	7	1	....	8
Irish	3	2	....	....	2	....	1	....	1	2	1	....	3
Italian, North	2	1	....	....	1	1	....	....	1	2	....	....	2
Norwegian	1	....	....	....	....	....	1	....	1	....	1	....	1
Swedish	6	....	1	....	1	1	1	3	5	1	2	3	6
Total	39	13	5	....	18	4	6	11	21	17	11	11	39

Table 148.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	213	......	......	......	......	......	......	127	26	17	43
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	......	......	......	......	......	......	1	......	......	......
Canada	5	......	......	......	......	......	......	2	......	2	1
Denmark	27	......	......	......	......	......	......	19	1	2	5
England	43	......	......	......	......	......	......	25	9	1	8
Germany	23	......	......	......	......	......	......	8	5	4	6
Ireland	12	......	......	......	......	......	......	7	1	......	4
Italy	9	......	......	......	......	......	......	8	1	......	......
Netherlands	1	......	......	......	......	......	......	1	......	......	......
Norway	2	......	......	......	......	......	......	2	......	......	......
Scotland	19	......	......	......	......	......	......	8	4	......	7
Sweden	14	......	......	......	......	......	......	10	3	......	1
Switzerland	4	......	......	......	......	......	......	2	......	......	2
Wales	8	......	......	......	......	......	......	6	2	......	......
Africa (country not specified)	1	......	......	......	......	......	......	1	......	......	......
Total	109	......	......	......	......	......	......	100	26	9	34
Total native-born	382	......	......	......	......	......	......	227	52	26	77

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 148.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race:											
Bohemian and Moravian	1							1			
Canadian, French	3										3
Canadian, Other	5							2	2		1
Croatian	1							1			
Danish	22					1		15	3	2	1
Dutch	2							2			
East Indian	1							1			
English	38						1	18	10	3	6
French	3							2	1		
German	17							12	2		3
Greek	121				8	94	8	11			
Irish	15							9	2	2	2
Italian, North	8							8			
Japanese	65				63	1			1		
Norwegian	3							2		1	
Russian	1										
Scotch	11							6	1	1	
Slovenian	3							3			
Swedish	21							12	3	1	5
Welsh	4							3	1		
Austrian (race not specified)	1							1			
Swiss (race not specified)	1							1			
Total foreign-born	347				71	96	9	110	26	10	25
Grand total	729				71	96	9	337	78	36	102

Table 149.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	1							1			
Native-born of foreign father, by country of birth of father, England	3						1	2			
Total	3						1	2			
Total native-born	4						1	3			
Foreign-born, by race, Swedish	1							1			
Total foreign-born	1							1			
Grand total	5						1	4			

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

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TABLE 150.—*Number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Number.
Native-born of native father:	
White	1,337
Negro	36
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	20
Belgium	2
Canada	63
Chile	1
Denmark	35
England	132
France	5
Germany	206
Ireland	206
Italy	16
Mexico	62
Netherlands	4
Norway	28
Russia	2
Scotland	45
Spain	2
Sweden	51
Switzerland	6
Wales	21
Africa (country not specified)	1
Total	908
Total native-born	2,281
Foreign-born, by race:	
Bohemian and Moravian	29
Bosnian	31
Bulgarian	28
Canadian, French	36
Canadian, Other	143
Croatian	643
Dalmatian	95
Danish	34
Dutch	6
East Indian	1
Foreign-born, by race—Continued.	
English	172
Finnish	28
Flemish	4
French	32
German	220
Greek	193
Hebrew, Russian	1
Hebrew, Other	1
Herzegovinian	89
Irish	503
Italian, North	223
Italian, South	178
Japanese	65
Lithuanian	3
Macedonian	5
Magyar	36
Mexican	953
Montenegrin	70
Norwegian	141
Polish	52
Roumanian	1
Russian	27
Ruthenian	5
Scotch	52
Servian	22
Slovak	190
Slovenian	456
Spanish	16
Swedish	321
Syrian	1
Welsh	42
Austrian (race not specified)	4
Swiss (race not specified)	9
Total foreign-born	5,161
Grand total	7,442

TABLE 151.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	1,319	......	......	......	29	53	159	262	415	139	262
Negro	36	......	......	......	1	10	4	3	18	......	......
Native born of foreign father, by country of birth of father:											
Austria-Hungary	20	......	......	......	1	4	1	3	10	......	1
Belgium	2	......	......	......	......	......	......	......	1	......	1
Canada	61	......	......	......	......	1	4	2	28	11	15
Chile	1	......	......	......	......	......	......	1	......	......	......
Denmark	35	......	......	......	......	......	3	19	3	4	6
England	126	......	......	......	1	3	11	28	36	12	35
France	5	......	......	......	......	......	......	1	3	1	......
Germany	200	......	......	......	2	3	21	22	86	22	44
Ireland	205	......	......	......	2	2	20	13	117	15	36
Italy	14	......	......	......	2	......	......	8	4	......	......
Mexico	57	......	......	......	15	11	12	16	1	1	1
Netherlands	4	......	......	......	......	1	......	2	......	......	1
Norway	24	......	......	......	1	......	3	2	15	......	3
Russia	2	......	......	......	......	......	......	1	1	......	......
Scotland	43	......	......	......	......	......	3	9	18	1	12
Spain	2	......	......	......	1	1	......	......	......	......	......
Sweden	48	......	......	......	......	1	4	13	22	4	4
Switzerland	6	......	......	......	......	1	......	2	......	1	2
Wales	21	......	......	......	......	1	2	9	7	1	1
Africa (country not specified)	1	......	......	......	......	......	......	1	......	......	......
Total	877	......	......	......	25	29	84	152	352	73	162
Total native-born	2,232	......	......	......	55	92	247	417	785	212	424
Foreign-born, by race:											
Bohemian and Moravian	29	......	......	......	4	7	5	3	10	......	......
Bosnian	31	......	......	......	4	1	25	1	......	......	......
Bulgarian	28	......	......	......	......	11	16	1	......	......	......
Canadian, French	36	......	......	......	......	......	3	1	15	5	12
Canadian, Other	141	......	......	......	1	......	4	5	69	16	46
Croatian	634	......	......	......	18	21	56	10	485	23	21
Dalmatian	94	......	......	......	5	9	54	9	17	......	......
Danish	34	......	......	......	......	2	2	17	8	2	3
Dutch	6	......	......	......	......	......	......	2	3	1	......
East Indian	1	......	......	......	......	......	......	1	......	......	......
English	170	......	......	......	......	1	14	24	61	18	52
Finnish	28	......	......	......	......	1	11	1	11	2	2
Flemish	4	......	......	......	......	......	......	1	2	1	......
French	32	......	......	......	......	......	17	3	10	1	1
German	218	......	......	......	5	26	30	20	91	14	32
Greek	193	......	......	......	10	125	42	15	1	......	......
Hebrew, Russian	1	......	......	......	......	1	......	......	......	......	......
Hebrew, Other	1	......	......	......	......	......	......	......	1	......	......
Herzegovinian	59	......	......	......	......	......	......	......	57	2	......
Irish	501	......	......	......	4	6	16	25	321	50	79
Italian, North	222	......	......	......	29	31	13	12	112	11	13
Italian, South	178	......	......	......	104	39	20	9	4	2	......
Japanese	65	......	......	......	63	1	......	......	1	......	......
Lithuanian	3	......	......	......	......	1	......	1	1	......	......
Macedonian	5	......	......	......	......	2	3	......	......	......	......
Magyar	36	......	......	......	3	5	18	3	7	......	......
Mexican	935	......	......	......	426	198	170	117	21	2	1
Montenegrin	70	......	......	......	......	1	......	......	69	......	......
Norwegian	139	......	......	......	1	......	2	4	105	14	13
Polish	52	......	......	......	6	13	9	1	17	4	2
Roumanian	1	......	......	......	......	......	1	......	......	......	......
Russian	27	......	......	......	2	5	2	1	15	1	1
Ruthenian	5	......	......	......	......	4	1	......	......	......	......
Scotch	81	......	......	......	......	......	11	12	34	7	17
Servian	22	......	......	......	......	6	15	......	1	......	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 151.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Cont'd.											
Slovak	189	......	......	......	26	52	80	10	18	2	1
Slovenian	453	......	......	......	16	132	208	30	58	4	5
Spanish	16	......	......	......	7	2	3	1	2	......	1
Swedish	320	......	......	......	2	7	54	33	154	27	43
Syrian	1	......	......	......	......	1	......	......	......	......	......
Welsh	42	......	......	......	......	2	3	5	18	2	12
Austrian (race not specified)	4	......	......	......	......	......	1	1	2	......	......
Swiss (race not specified)	9	......	......	......	......	......	......	2	4	1	2
Total foreign-born	5,116	......	......	......	736	713	909	382	1,805	212	359
Grand total	7,348	......	......	......	791	805	1,156	799	2,590	424	783

TABLE 152.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and over.
Native-born of native father, White.	18	......	1	......	3	3	5	5	......	1
Native-born of foreign father, by country of birth of father:										
Canada	2	......	......	......	2	......	......	......	......	......
England	6	......	1	......	1	......	2	2	......	......
Germany	6	......	......	......	1	1	2	1	1	......
Ireland	1	......	......	......	......	......	......	......	1	......
Italy	2	......	......	......	1	......	1	......	......	......
Mexico	5	......	......	......	3	2	......	......	......	......
Norway	4	......	......	......	4	......	......	......	......	......
Scotland	2	......	......	......	......	......	2	......	......	......
Sweden	3	......	1	......	2	......	......	......	......	......
Total	31	......	2	......	14	3	7	3	2	......
Total native-born	49	......	3	......	17	6	12	8	2	1
Foreign-born, by race:										
Canadian (other than French)	1	......	......	......	1	......	......	......	......	......
Croatian	3	......	......	......	1	1	......	......	1	......
Dalmatian	1	......	......	......	......	1	......	......	......	......
English	2	......	......	......	1	1	......	......	......	......
German	1	......	......	......	1	......	......	......	......	......
Irish	2	......	......	......	......	......	......	......	2	......
Italian, North	1	......	......	......	......	1	......	......	......	......
Mexican	18	......	......	1	9	8	......	......	......	......
Scotch	1	......	......	......	......	1	......	......	......	......
Slovak	1	......	......	......	......	......	1	......	......	......
Slovenian	1	......	......	......	......	1	......	......	......	......
Swedish	1	......	......	......	......	......	......	1	......	......
Total foreign-born	33	......	......	1	13	14	1	1	3	......
Grand total	82	......	3	1	30	20	13	9	5	1

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

MINING AND SMELTING.

Table 153.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

METALLIFEROUS MINING.

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	4						2		1	1
Bosnian	2					1	1			
Canadian, French	51	1		1			2	6	5	36
Canadian, Other	319	7	6	14	13	7	35	35	38	164
Croatian	117		1	2	3	6	40	30	23	12
Dalmatian	135	1	7	14	13	12	47	18	14	9
Danish	26			1	1	3	4	2	5	10
Dutch	4						1		1	2
English	1,452	26	85	157	87	82	199	113	167	536
Finnish	291		2	11	13	15	111	54	44	41
Flemish	6			1	1		1	1		2
French	13						3		2	8
German	128			7	3	4	21	7	22	64
Greek	5				1	1	1	2		
Herzegovinian	131	6	15	25	19	16	42	5	2	1
Irish	1,083	8	36	88	66	72	184	155	115	359
Italian, North	557	42	45	70	65	41	126	59	49	60
Italian, South	49	2	8	4	1	6	13	4	7	4
Lithuanian	4					1	1	1	1	
Magyar	6					1	1	1	1	2
Mexican	610	28	66	104	78	47	181	50	24	32
Montenegrin	87	2	5	11	13	15	39	1	1	
Norwegian	75		1	6	4	5	16	6	8	29
Polish	11				1		2	1	2	5
Portuguese	1									1
Roumanian	1						1			
Russian	7				1		1		2	3
Ruthenian	1									1
Scotch	76	1		5	3	3	7	10	9	38
Servian	19			5	1	1	7	2	2	1
Slovak	6							1	1	4
Slovenian	142		1	4	3	14	41	23	35	21
Spanish	48	7	11	19	6	2	3			
Swedish	183		3	7	6	6	37	23	29	72
Syrian	3			1				1		1
Welsh	71		2	8	3	8	7	2	7	30
West Indian	1					1				
Austrian (race not specified)	30			1	2	2	4	8	8	5
Belgian (race not specified)	2			1						1
Swiss (race not specified)	7						2		2	3
Total	5,764	131	294	562	407	372	1,183	621	627	1,567

TABLE 153.—*Number of foreign-born male employees in the United States each specified number of years, by race*—Continued.

SMELTING.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	29	1	......	3	3	1	2	7	4	8
Bosnian	31	......	3	22	4	......	2	......	......	......
Bulgarian	28	1	12	7	......	2	3	1	1	1
Canadian, French	36	......	......	......	......	......	3	6	3	24
Canadian, Other	143	2	3	4	3	3	25	22	22	59
Croatian	643	13	14	60	79	50	216	96	64	51
Dalmatian	96	1	12	38	13	11	16	2	1	1
Danish	34	......	1	......	1	5	9	2	2	14
Dutch	6	......	......	......	2	......	......	......	2	2
East Indian	1	......	......	1	......	......	......	......	......	......
English	172	4	6	12	12	4	17	17	23	77
Finnish	28	......	......	3	2	3	4	5	5	6
Flemish	4	......	......	......	......	......	1	......	......	3
French	32	1	1	2	1	2	9	2	3	11
German	220	3	14	19	13	2	28	9	28	104
Greek	193	8	13	49	58	23	39	2	1	......
Hebrew, Russian	1	......	......	......	......	......	......	......	1	......
Hebrew, Other	1	......	......	......	......	......	......	1	......	......
Herzegovinian	59	......	......	9	21	13	10	4	1	1
Irish	503	4	14	24	18	29	71	75	50	208
Italian, North	223	1	11	52	22	17	54	22	23	21
Italian, South	178	2	16	22	19	12	66	23	8	10
Japanese	65	......	......	1	20	18	20	6	......	......
Lithuanian	3	......	......	......	......	......	2	......	1	......
Macedonian	5	......	3	2	......	......	......	......	......	......
Magyar	36	1	1	4	3	3	9	5	6	4
Mexican	953	47	60	129	118	87	274	117	69	52
Montenegrin	70	......	2	21	37	6	3	......	1	......
Norwegian	141	......	3	18	16	11	37	9	13	34
Polish	52	......	1	3	6	3	16	7	3	13
Roumanian	1	......	......	1	......	......	......	......	......	......
Russian	27	1	3	2	2	......	8	10	1	......
Ruthenian	5	......	1	......	......	......	2	1	......	1
Scotch	82	4	10	11	4	3	11	3	4	32
Servian	22	......	1	6	4	3	6	1	1	......
Slovak	190	1	6	18	7	10	54	33	19	42
Slovenian	456	7	11	65	38	45	138	84	37	31
Spanish	16	1	3	6	......	3	3	......	......	......
Swedish	321	1	13	10	15	16	56	27	68	115
Syrian	1	......	......	1	......	......	......	......	......	......
Welsh	42	1	......	2	......	......	......	......	6	33
Austrian (race not specified)	4	......	......	......	......	1	......	2	......	1
Swiss (race not specified)	9	......	......	......	2	1	1	......	2	3
Total	5,161	105	238	637	543	387	1,215	601	473	962

TABLE 154.—*Conjugal condition of male employees, by age groups and general nativity and race.*

METALLIFEROUS MINING.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	1,426	43	......	......	43	351	187	3	541	205	376	31	612	37	165	28	230	636	728	62	1,426
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	6	1	......	......	1	3	2	......	5	......	......	......	......	......	......	......	......	4	2	......	6
Azores	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Belgium	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Canada	114	10	1	......	11	36	13	1	50	15	30	1	46	1	5	1	7	62	49	3	114
Denmark	11	......	......	......	......	3	4	......	7	2	2	......	4	......	......	......	......	5	6	......	11
England	317	32	......	......	32	103	48	1	152	27	81	3	111	3	18	1	22	165	147	5	317
Finland	3	1	......	......	1	1	1	......	2	......	......	......	......	......	......	......	......	2	1	......	3
France	11	......	......	......	......	1	......	......	1	......	6	......	6	1	3	......	4	2	9	......	11
Germany	142	6	......	......	6	29	28	......	57	25	33	......	58	4	15	2	21	64	76	2	142
Ireland	594	37	1	......	38	138	37	1	176	112	156	8	276	26	67	11	104	313	261	20	594
Italy	18	3	......	......	3	9	3	......	12	1	1	......	2	1	......	......	1	14	4	......	18
Mexico	16	5	......	......	5	4	......	......	4	3	3	......	6	......	1	......	1	12	4	......	16
Netherlands	3	......	......	......	......	......	......	......	......	1	1	......	2	1	......	......	1	2	1	......	3
Norway	18	......	......	......	......	5	2	......	7	1	6	1	8	2	1	......	3	8	9	1	18
Portugal	2	......	......	......	......	......	......	......	......	......	2	......	2	......	......	......	......	......	2	......	2
Russia	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Scotland	62	3	......	......	3	11	9	......	20	4	22	2	28	3	7	1	11	21	38	3	62
Sweden	18	......	......	......	......	8	2	......	10	2	4	......	6	......	2	......	2	10	8	......	18
Switzerland	10	......	......	......	......	1	1	......	2	3	1	1	5	1	2	......	3	5	4	1	10
Wales	43	1	......	......	1	13	2	1	16	9	9	......	18	1	5	2	8	24	16	3	43
Total	1,392	99	2	......	101	366	152	4	522	206	358	16	580	44	127	18	189	715	639	38	1,392
Total native-born	2,818	142	2	......	144	717	339	7	1,063	411	734	47	1,192	81	292	46	419	1,351	1,367	100	2,818

Foreign-born, by race:																				
Bohemian and Moravian	3	......	......	......	......	......	......	......	......	1	1	......	2	......	1	......	1	1	2	......	3
Bosnian	2	......	......	......	......	2	......	......	2	......	......	......	......	......	......	......	......	2	......	......	2
Canadian, French	51	......	......	......	......	4	2	......	6	10	16	......	26	4	14	1	19	18	32	1	51
Canadian, Other	319	1	......	......	1	61	25	2	88	43	100	3	146	17	61	6	84	122	186	11	319
Croatian	117	2	......	......	2	22	20	1	43	7	55	1	63	2	7	......	9	33	82	2	117
Dalmatian	135	1	......	......	1	46	18	......	64	18	41	......	59	1	9	1	11	66	68	1	135
Danish	26	......	......	......	......	6	2	......	8	7	7	1	15	......	3	......	3	13	12	1	26
Dutch	4	......	......	......	......	1	......	......	1	......	1	......	1	1	1	......	2	2	2	......	4
English	1,452	5	......	......	5	325	149	4	478	142	484	25	651	38	261	19	318	510	894	48	1,452
Finnish	291	2	......	......	2	79	59	......	138	38	91	4	133	1	14	3	18	120	164	7	291
Flemish	6	......	......	......	......	......	......	......	......	1	4	......	5	......	1	......	1	1	5	......	6
French	13	......	......	......	......	2	1	......	3	2	3	......	5	1	4	......	5	5	8	......	13
German	128	1	......	......	1	22	7	......	29	21	37	4	62	11	24	1	36	55	68	5	128
Greek	5	......	......	......	......	1	......	......	1	2	2	......	4	......	......	......	......	3	2	......	5
Herzegovinian	131	3	......	......	3	84	26	1	111	6	9	......	15	1	1	......	2	94	36	1	131
Irish	1,083	4	......	......	4	350	64	1	415	194	276	8	478	43	124	19	186	501	464	28	1,083
Italian, North	556	13	......	......	13	188	67	1	256	52	191	4	247	2	31	7	40	255	289	12	556
Italian, South	49	2	......	......	2	16	5	......	21	11	11	......	22	......	4	......	4	29	20	......	49
Lithuanian	4	......	......	......	......	3	......	......	3	1	......	......	1	......	......	......	......	4	......	......	4
Magyar	6	......	......	......	......	......	1	......	1	2	2	......	4	......	1	......	1	2	4	......	6
Mexican	607	67	7	......	74	182	120	2	304	41	143	5	189	8	29	3	40	298	299	10	607
Montenegrin	87	......	......	......	......	48	18	......	66	5	14	......	19	......	2	......	2	53	34	......	87
Norwegian	75	......	......	......	......	18	7	......	25	13	27	1	41	3	5	1	9	34	39	2	75
Polish	11	......	......	......	......	1	1	......	2	......	4	......	4	2	3	......	5	3	8	......	11
Portuguese	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Roumanian	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Russian	7	......	......	......	......	1	1	......	2	2	2	......	4	1	......	......	1	4	3	......	7
Ruthenian	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1	1	......	......	1
Scotch	76	......	......	......	......	13	3	1	17	10	34	1	45	3	10	1	14	26	47	3	76
Servian	19	......	......	......	......	6	3	......	9	2	6	......	8	......	2	......	2	8	11	......	19
Slovak	6	......	......	......	......	......	......	......	......	2	4	......	6	......	......	......	......	2	4	......	6
Slovenian	142	......	......	......	......	42	21	......	63	11	53	1	65	1	13	......	14	54	87	1	142
Spanish	48	......	......	......	......	25	4	......	29	3	13	......	16	1	2	......	3	29	19	......	48
Swedish	183	......	......	......	......	46	7	......	53	29	69	1	99	7	21	3	31	82	97	4	183
Syrian	3	......	......	......	......	1	1	......	2	1	......	......	1	......	......	......	......	2	1	......	3
Welsh	71	......	......	......	......	19	3	......	22	7	17	2	26	3	18	2	23	29	38	4	71
West Indian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Austrian (race not specified)	30	1	......	......	1	6	2	......	8	5	12	1	18	......	3	......	3	12	17	1	30
Belgian (race not specified)	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Swiss (race not specified)	7	......	......	......	......	......	......	......	......	2	2	......	4	......	1	2	3	2	3	2	7
Total foreign-born	5,759	102	7	......	109	1,621	637	13	2,271	692	1,732	62	2,486	152	672	69	893	2,567	3,048	144	5,759
Grand total	8,577	244	9	......	253	2,338	976	20	3,334	1,103	2,466	109	3,678	233	964	115	1,312	3,918	4,415	244	8,577

TABLE 154.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

SMELTING.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	1,330	71	1	1	73	335	227	7	569	89	353	23	465	26	168	29	223	521	749	60	1,330
Negro	36					4	2		6	6	17		23	2	5		7	12	24		36
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	20	7			7	7	2		9	2	1		3	1			1	17	3		20
Belgian	2					1			1	1			1					2			2
Canada	63	7			7	27	6	1	34	5	10		15		7		7	39	23	1	63
Chile	1										1		1						1		1
Denmark	35	3			3	13	10		23	4	5		9					20	15		35
England	131	11			11	33	22	1	56	11	35	2	48	2	12	2	16	57	69	5	131
France	5						1		1	1	2		3		1		1	1	4		5
Germany	206	17			17	41	26	1	68	14	63	6	83	6	28	4	38	78	117	11	206
Ireland	206	9			9	40	9		49	38	51	4	93	9	33	13	55	96	93	17	206
Italy	16	5			5	3	7		10		1		1					8	8		16
Mexico	61	12			12	16	13		29		14		14	1	4	1	6	29	31	1	61
Netherlands	4					1			1		2		2		1		1	1	3		4
Norway	28	7			7	10	3		13	2	5		7		1		1	19	9		28
Russia	2					1	1		2									1	1		2
Scotland	45	4			4	14	6		20	4	12		16	1	4		5	23	22		45
Spain	2						2		2										2		2
Sweden	51	8			8	20	9		29	2	9		11	1	2		3	31	20		51
Switzerland	6					3			3		3		3					3	3		6
Wales	21	2			2	7	2		9	2	5		7		3		3	11	10		21
Africa (country not specified)	1					1			1									1			1
Total	906	92			92	238	119	3	360	86	219	12	317	21	96	20	137	437	434	35	906
Total native-born	2,272	163	1	1	165	577	348	10	935	181	589	35	805	49	269	49	367	970	1,207	95	2,272

Foreign-born, by race:																					
Bohemian and Moravian	29	......	......	......	......	6	3	......	9	3	11	......	14	1	4	1	6	10	18	1	29
Bosnian	31	2	......	......	2	18	2	......	20	3	5	......	8	......	1	......	1	23	8	......	31
Bulgarian	28	1	......	......	1	6	6	......	12	2	13	......	15	......	......	......	......	9	19	......	28
Canadian, French	36	......	......	......	......	4	2	......	6	3	15	......	18	1	11	......	12	8	28	......	36
Canadian, Other	143	3	......	......	3	35	13	......	48	14	38	3	55	6	28	3	37	58	79	6	143
Croatian	642	10	......	......	10	179	97	......	276	35	243	7	285	1	66	4	71	225	406	11	642
Dalmatian	95	14	......	......	14	49	3	......	52	9	15	1	25	......	4	......	4	72	22	1	95
Danish	34	......	......	......	......	13	5	......	18	......	7	1	8	1	6	1	8	14	18	2	34
Dutch	6	1	......	......	1	2	......	......	2	......	1	......	1	......	2	......	2	3	3	......	6
East Indian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
English	171	3	......	......	3	35	8	......	43	14	57	3	74	8	41	2	51	60	106	5	171
Finnish	28	......	......	......	......	6	2	......	8	4	12	2	18	......	2	......	2	10	16	2	28
Flemish	4	......	......	......	......	......	......	......	......	......	2	......	2	1	1	......	2	1	3	......	4
French	32	......	......	......	......	5	3	1	9	6	5	2	13	3	7	......	10	14	15	3	32
German	220	5	......	......	5	25	21	......	46	18	74	2	94	12	57	6	75	60	152	8	220
Greek	193	20	......	......	20	108	12	......	120	13	32	3	48	1	4	......	5	142	48	3	193
Hebrew, Russian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Hebrew, Other	1	......	......	......	......	......	......	......	......	......	......	......	......	......	......	1	1	......	......	1	1
Herzegovinian	59	......	......	......	......	36	5	......	41	2	16	......	18	......	......	......	......	38	21	......	59
Irish	501	3	......	......	3	106	16	1	123	100	151	7	258	20	84	13	117	229	251	21	501
Italian, North	223	8	......	......	8	63	36	......	99	16	75	3	94	2	20	......	22	89	131	3	223
Italian, South	178	9	......	......	9	50	31	......	81	14	55	......	69	1	17	1	19	74	103	1	178
Japanese	62	1	......	......	1	21	3	......	24	8	26	......	34	......	3	......	3	30	32	......	62
Lithuanian	3	......	......	......	......	1	......	......	1	......	2	......	2	......	......	......	......	1	2	......	3
Macedonian	5	......	......	......	......	2	2	......	4	......	1	......	1	......	......	......	......	2	3	......	5
Magyar	36	......	......	......	......	3	6	......		4	17	......	21	1	4	1	6	8	27	1	36
Mexican	947	84	4	......	88	252	198	7	457	67	228	12	307	11	71	13	95	414	501	32	947
Montenegrin	70	......	......	......	......	43	4	......	47	3	18	......	21	......	2	......	2	46	24	......	70
Norwegian	141	2	......	......	2	45	19	......	64	21	34	2	57	3	15	......	18	71	68	2	141
Polish	52	1	......	......	1	13	6	......	19	5	14	......	19	3	10	......	13	22	30	......	52
Roumanian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Russian	27	......	......	......	......	10	4	......	14	4	7	......	11	......	2	......	2	14	13	......	27
Ruthenian	5	......	......	......	......	1	1	......	2	1	2	......	3	......	......	......	......	2	3	......	5
Scotch	82	1	......	......	1	15	10	......	25	9	24	4	37	1	17	1	19	26	51	5	82
Servian	22	......	......	......	......	8	2	......	10	2	7	1	10	......	2	......	2	10	11	1	22
Slovak	190	6	......	......	6	34	28	2	64	6	90	2	98	2	18	2	22	48	136	6	190
Slovenian	456	19	1	......	20	108	79	1	188	48	156	6	210	2	34	2	38	177	270	9	456
Spanish	15	2	......	......	2	6	2	......	8	......	5	......	5	......	......	......	......	8	7	......	15
Swedish	320	2	......	......	2	74	16	1	91	38	112	6	156	4	62	5	71	118	190	12	320
Syrian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Welsh	42	......	......	......	......	4	......	......	4	3	15	......	18	2	11	7	20	9	26	7	42
Austrian (race not specified)	4	......	......	......	......	1	......	......	1	1	2	......	3	......	......	......	......	2	2	......	4
Swiss (race not specified)	9	......	......	......	......	2	1	......	3	1	4	......	5	......	......	1	1	3	5	1	9
Total foreign-born	5,146	197	5	......	202	1,390	647	13	2,050	477	1,593	67	2,137	87	606	64	757	2,151	2,851	144	5,146
Grand total	7,418	300	6	1	367	1,967	995	23	2,985	658	2,182	102	2,942	136	875	113	1,124	3,121	4,058	239	7,418

TABLE 155.—*Location of wives of foreign-born employees, by race of husband.*

METALLIFEROUS MINING.

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bohemian and Moravian	2	2	....
Canadian, French	32	30	2
Canadian, Other	186	178	8
Croatian	82	58	24
Dalmatian	66	22	44
Danish	12	12	....
Dutch	2	2	....
English	889	730	159
Finnish	163	131	32
Flemish	5	3	2
French	8	8	....
German	67	67	....
Greek	2	1	1
Herzegovinian	36	11	25
Irish	462	430	32
Italian, North	287	149	138
Italian, South	20	9	11
Magyar	4	4	....
Mexican	298	153	145
Montenegrin	34	5	29
Norwegian	39	36	3
Polish	8	8	....
Portuguese	1	1	....
Roumanian	1	....	1
Russian	3	3	....
Scotch	47	45	2
Servian	11	7	4
Slovak	4	4	....
Slovenian	87	75	12
Spanish	19	1	18
Swedish	97	91	6
Syrian	1	....	1
Welsh	38	36	2
Austrian (race not specified)	17	14	3
Belgian	1	1	....
Swiss (race not specified)	3	3	....
Total	3,034	2,330	704

SMELTING.

Race of husband.	Number reporting complete data.	In United States.	Abroad.
Bohemian and Moravian	18	16	2
Bosnian	8	0	8
Bulgarian	19	3	16
Canadian, French	28	28	....
Canadian, Other	77	75	2
Croatian	406	146	260
Dalmatian	22	5	17
Danish	18	18	....
Dutch	3	3	....
English	106	101	5
Finnish	16	14	2
Flemish	3	3	....
French	15	14	1
German	152	144	8
Greek	48	1	47
Hebrew, Russian	1	1	....
Herzegovinian	21	10	11
Irish	250	240	10
Italian, North	131	70	61
Italian, South	103	69	34

TABLE 155.—*Location of wives of foreign-born employees, by race of husband*—Cont'd.

SMELTING—Continued.

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Japanese	32	1	31
Lithuanian	2	2	
Macedonian	3		3
Magyar	27	24	3
Mexican	500	335	165
Montenegrin	24	1	23
Norwegian	68	59	9
Polish	30	24	6
Roumanian	1	1	
Russian	13	8	5
Ruthenian	3	2	1
Scotch	51	46	5
Servian	11	1	10
Slovak	136	106	30
Slovenian	270	182	88
Spanish	7	3	4
Swedish	190	175	15
Syrian	1	1	
Welsh	26	25	1
Austrian (race not specified)	2	2	
Swiss (race not specified)	5	5	
Total	2,847	1,964	883

TABLE 156.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

METALLIFEROUS MINING.

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	4	4			2	2	2	2
Bosnian	2	2	1	1	1	1		
Canadian, French	49	48	2	1	2	2	45	45
Croatian	116	101	12	7	39	33	65	61
Dalmatian	134	100	47	28	46	36	41	36
Danish	26	26	5	5	4	4	17	17
Dutch	4	4			1	1	3	3
Finnish	288	230	39	27	110	80	139	123
Flemish	6	6	2	2	1	1	3	3
French	13	13			3	3	10	10
German	126	122	14	13	21	18	91	91
Greek	6	5	2	2	1	1	3	2
Herzegovinian	129	76	81	36	40	33	8	7
Italian, North	556	303	263	68	126	53	167	182
Italian, South	49	21	21	4	13	4	15	13

TABLE 156.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

METALLIFEROUS MINING—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Lithuanian	4	4	1	1	1	1	2	2
Magyar	6	6	1	1	1	1	4	4
Mexican	610	21	323	4	181	4	106	13
Montenegrin	87	48	46	14	39	32	2	2
Norwegian	73	72	15	14	15	15	43	43
Polish	11	11	1	1	2	2	8	8
Portuguese	1	1					1	1
Roumanian	1	1			1	1		
Russian	7	7	1	1	1	1	5	5
Ruthenian	1	1					1	1
Servian	19	15	7	4	7	6	5	5
Slovak	5	5					5	5
Slovenian	140	131	22	19	40	37	78	75
Spanish	48	7	45	6	3	1		
Swedish	181	173	23	20	36	33	122	120
Syrian	3	3	1	1			2	2
West Indian	1	1	1	1				
Austrian (race not specified)	30	27	5	4	4	2	21	21
Belgian (race not specified)	2	2	1	1			1	1
Swiss (race not specified)	7	7			2	2	5	5
Total	2,744	1,604	961	286	743	440	1,040	878

SMELTING.

Race.	Number reporting complete data.	Number who speak English.	Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	29	25	8	6	2	2	19	17
Bosnian	31	8	29	8	2			
Bulgarian	25	14	22	8	3	3	3	3
Canadian, French	36	36			3	3	33	33
Croatian	642	491	215	120	216	188	211	183
Dalmatian	95	34	75	22	16	8	4	4
Danish	34	34	7	7	9	9	18	18
Dutch	6	5	2	1			4	4
East Indian	1	1	1	1				
Finnish	28	24	8	6	4	3	16	15
Flemish	4	4			1	1	3	3
French	32	21	7	1	9	4	16	16
German	220	198	51	32	28	25	141	141
Greek	193	104	151	73	39	28	3	3
Hebrew, Russian	1	1					1	1
Hebrew, Other	1	1					1	1
Herzegovinian	59	31	43	17	10	9	6	5
Italian, North	222	141	102	42	54	40	66	59
Italian, South	177	83	71	23	65	39	41	21
Japanese	63	18	38	7	20	8	5	3
Lithuanian	3	3			2	2	1	1
Macedonian	5	1	5	1				
Magyar	36	31	12	7	9	9	15	15
Mexican	924	87	432	14	262	22	230	51
Montenegrin	70	16	66	14	3	1	1	1
Norwegian	141	140	48	47	37	37	56	56
Polish	52	43	13	7	16	13	23	23
Roumanian	1		1					
Russian	27	20	8	2	8	8	11	10
Ruthenian	5	4	1		2	2	2	2
Servian	22	10	14	4	6	5	2	1
Slovak	190	126	42	11	54	32	94	83
Slovenian	456	326	166	79	128	110	162	137
Spanish	16	4	13	2	3	2		
Swedish	321	319	55	54	56	56	210	209
Syrian	1		1					
Austrian (race not specified)	4	4	1	1			3	3
Swiss (race not specified)	9	9	3	3	1	1	5	5
Total	4,185	2,417	1,711	620	1,089	670	1,385	1,127

TABLE 157.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

METALLIFEROUS MINING.

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian and Moravian	4	3	3
Bosnian	2	2	1
Canadian, French	40	36	34
Croatian	115	66	49
Dalmation	134	62	53
Danish	36	26	24
Dutch	4	4	4
Finnish	255	190	144
Flemish	6	5	5
French	13	11	10
German	126	114	108
Greek	5	3	3
Herzegovinian	129	81	45
Italian, North	555	169	119
Italian, South	49	10	7
Lithuanian	4	2	1
Magyar	6	6	6
Mexican	609	16	14
Montenegrin	57	28	22
Norwegian	73	70	63
Polish	11	7	6
Portuguese	1	1	1
Roumanian	1	....	....
Russian	7	6	6
Ruthenian	1	1	1
Servian	19	8	6
Slovak	5	3	3
Slovenian	140	61	54
Spanish	48	5	2
Swedish	181	169	154
Syrian	3	3	3
West Indian	1	1	1
Austrian (race not specified)	20	16	15
Belgian (race not specified)	2	2	1
Swiss (race not specified)	7	7	6
Total	2,740	1,169	973

SMELTING.

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian and Moravian	29	13	13
Bosnian	31	....	....
Bulgarian	33	1	1
Canadian, French	36	25	25
Croatian	642	165	144
Dalmatian	95	10	8
Danish	34	34	31
Dutch	6	5	5
East Indian	1	1	1
Finnish	26	19	16
Flemish	4	4	4
French	32	16	14
German	220	168	162
Greek	193	43	30
Hebrew, Russian	1	....	....
Hebrew, Other	1	....	....
Herzegovinian	56	14	13
Italian, North	222	45	39
Italian, South	177	13	11

TABLE 157.—*Number of foreign-born male employees who read English and number who read and write English, by race*—Continued.

SMELTING—Continued.

Race.	Number reporting complete data.	Number who— Read English.	Read and write English.
Japanese	63	7	7
Lithuanian	3	1	1
Macedonian	5	1	1
Magyar	86	11	11
Mexican	924	52	44
Montenegrin	70	3	3
Norwegian	141	126	109
Polish	52	20	16
Roumanian	1		
Russian	27	11	11
Ruthenian	5		
Servian	22	1	
Slovak	190	58	45
Slovenian	486	102	80
Spanish	16	3	2
Swedish	319	298	276
Syrian	1		
Austrian (race not specified)	4		
Swiss (race not specified)	9	9	9
Total	4,183	1,303	1,141

TABLE 158.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

METALLIFEROUS MINING.

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read native language.	Read and write native language.
Bohemian and Moravian	4	4	4
Bosnian	2	2	1
Canadian, French	40	38	37
Croatian	115	100	99
Dalmatian	134	100	100
Danish	26	25	25
Dutch	4	3	3
Finnish	293	286	286
Flemish	6	5	5
French	13	11	11
German	126	117	100
Greek	5	5	5
Herzegovinian	120	92	92
Italian, North	565	521	520
Italian, South	40	38	36
Lithuanian	4	4	4
Magyar	6	5	5
Mexican	600	354	350
Montenegrin	87	78	78
Norwegian	73	70	70
Polish	11	11	11
Portuguese	1	1	1
Roumanian	1		
Russian	7	5	5
Ruthenian	1	1	1

Table 158.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race*—Continued.

METALLIFEROUS MINING—Continued.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Servian	19	16	16
Slovak	5	5	5
Slovenian	140	137	136
Spanish	46	44	44
Swedish	181	175	172
Syrian	3	3	3
West Indian	1	1	1
Austrian (race not specified)	29	27	27
Belgian (race not specified)	2	2	2
Swiss (race not specified)	7	7	7
Total	2,740	2,308	2,281

SMELTING.

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	29	27	25
Bosnian	31	23	23
Bulgarian	28	23	22
Canadian, French	36	23	20
Croatian	642	516	512
Dalmatian	95	72	71
Danish	34	30	29
Dutch	6	5	5
East Indians	1	1	1
Finnish	28	28	28
Flemish	4	4	4
French	32	30	30
German	220	198	194
Greek	193	168	168
Hebrew, Russian	1	....	....
Hebrew, Other	1	1	1
Herzegovinian	50	41	41
Italian, North	222	181	179
Italian, South	177	87	87
Japanese	63	63	62
Lithuanian	3	2	2
Macedonian	5	5	5
Magyar	36	31	31
Mexican	934	566	565
Montenegrin	70	62	61
Norwegian	141	141	139
Polish	52	43	42
Roumanian	1	1	1
Russian	37	33	32
Ruthenian	5	2	2
Servian	22	14	13
Slovak	190	156	152
Slovenian	456	411	409
Spanish	16	16	16
Swedish	319	310	308
Syrian	1	1	....
Austrian (race not specified)	4	3	3
Swiss (race not specified)	9	8	8
Total	4,183	3,348	3,292

TABLE 159.—*Number of male employees who read and number who read and write, by general nativity and race.*

METALLIFEROUS MINING.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born, of native father, White	1,403	1,394	1,393
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	6	6	6
Azores	1	1	1
Belgium	1	1	1
Canada	113	112	112
Denmark	11	11	11
England	314	314	314
Finland	3	3	3
France	11	11	11
Germany	142	143	142
Ireland	561	561	561
Italy	16	18	18
Mexico	16	11	11
Netherlands	3	3	3
Norway	18	18	18
Portugal	2	3	2
Russia	2	2	2
Scotland	62	62	62
Sweden	17	17	17
Switzerland	10	10	10
Wales	42	42	42
Total	1,373	1,367	1,367
Total native-born	2,776	2,761	2,760
Foreign-born, by race:			
Bohemian and Moravian	4	4	4
Bosnian	2	2	1
Canadian, French	49	43	42
Canadian, Other	316	313	313
Croatian	115	100	100
Dalmatian	134	108	108
Danish	26	26	26
Dutch	4	4	4
English	1,440	1,434	1,433
Finnish	288	288	288
Flemish	6	5	5
French	13	13	13
German	136	124	122
Greek	5	5	5
Herzegovinian	130	98	92
Irish	1,070	1,061	1,059
Italian, North	555	555	533
Italian, South	40	40	40
Lithuanian	4	4	4
Magyar	6	6	6
Mexican	600	354	350
Montenegrin	87	79	79
Norwegian	73	73	73
Polish	11	11	11
Portuguese	1	1	1
Roumanian	1	....	....
Russian	7	6	6
Ruthenian	1	1	1
Scotch	76	76	76
Servian	16	16	16
Slovak	5	5	5
Slovenian	140	137	136
Spanish	46	44	44
Swedish	161	161	160
Syrian	8	8	8
Welsh	71	71	71
West Indian	1	1	1
Austrian (race not specified)	20	20	20
Belgian (race not specified)	2	2	2
Swiss (race not specified)	7	7	7
Total foreign-born	5,710	5,298	5,283
Grand total	8,486	8,059	8,043

Table 159.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

SMELTING.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	1,335	1,317	1,317
Negro	33	31	30
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	30	30	30
Belgium	3	3	3
Canada	63	62	62
Chile	1	1	1
Denmark	33	33	33
England	132	131	121
France	5	5	5
Germany	205	200	205
Ireland	205	205	206
Italy	10	16	10
Mexico	61	56	48
Netherlands	4	4	4
Norway	25	25	25
Russia	2	2	2
Scotland	45	45	46
Spain	2	2	2
Sweden	51	51	51
Switzerland	6	6	6
Wales	21	21	21
Africa (country not specified)	1	1	1
Total	905	892	888
Total native-born	2,273	2,240	2,235
Foreign-born, by race:			
Bohemian and Moravian	20	26	26
Bosnian	31	25	23
Bulgarian	26	22	22
Canadian, French	36	22	20
Canadian, Other	141	140	138
Croatian	642	518	514
Dalmatian	95	73	71
Danish	34	34	34
Dutch	6	6	6
East Indian	1	1	1
English	172	171	171
Finnish	26	26	26
Flemish	4	4	4
French	22	22	22
German	230	210	208
Greek	108	105	103
Hebrew, Russian	1	....	....
Hebrew, Other	1	1	1
Herzegovinian	50	41	41
Irish	503	490	490
Italian, North	222	179	178
Italian, South	177	86	86
Japanese	63	63	63
Lithuanian	3	2	2
Macedonian	8	5	5
Magyar	36	31	31
Mexican	924	690	680
Montenegrin	70	62	61
Norwegian	141	141	141
Polish	43	43	43
Roumanian	1	1	1
Russian	27	22	22
Ruthenian	8	3	3
Scotch	83	82	82
Servian	22	14	13

Table 159.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

SMELTING—Continued.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Foreign-born, by race—Continued.			
Slovak	190	157	153
Slovenian	456	412	410
Spanish	16	16	16
Swedish	319	318	317
Syrian	1	1	
Welsh	42	41	41
Austrian (race not specified)	4	3	3
Swiss (race not specified)	9	9	9
Total foreign-born	5,123	4,319	4,256
Grand total	7,296	6,559	6,493

Table 160.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

METALLIFEROUS MINING.

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years. Aliens.	In United States 5 to 9 years. Having first papers only.	In United States 5 to 9 years. Having second papers.	In United States 5 to 9 years. Total.	In United States 10 years or over. Aliens.	In United States 10 years or over. Having first papers only.	In United States 10 years or over. Having second papers.	In United States 10 years or over. Total.	Total. Aliens.	Total. Having first papers only.	Total. Having second papers.	Total. Total.
Bohemian and Moravian	4	2			2			2	2	2		2	4
Canadian, French	15			1	1		3	11	14		3	12	15
Canadian, Other	95	7	10	3	20	3	7	65	75	10	17	68	95
Croatian	43	11	2	7	20	1	1	21	23	12	3	28	43
Dalmatian	41	12	4	5	21	2	1	17	20	14	5	22	41
Danish	7	1	1		2		1	4	5	1	2	4	7
Dutch	2							2	2			2	2
English	450	37	73	15	125	10	36	279	325	47	109	294	450
Finnish	85	10	29	5	44	1	4	36	41	11	33	41	85
Flemish	4		1		1		1	2	3		2	2	4
French	5	1			1			4	4	1		4	5
German	36	5	8	2	15		1	20	21	5	9	22	36
Greek	2		1		1		1		1		2		2
Herzegovinian	16	9	5	1	15		1		1	9	6	1	16
Irish	230	15	40	32	87	1	7	135	143	16	47	167	230
Italian, North	177	54	19	11	84	9	12	72	93	63	31	83	177
Italian, South	22	7	4		11	2	2	7	11	9	6	7	22
Lithuanian	1							1	1			1	1
Mexican	138	102			102	36			36	138			138
Montenegrin	21	16	2	2	20			1	1	16	2	3	21
Norwegian	19	2	5	1	8	1		10	11	3	5	11	19
Polish	4							4	4			4	4
Roumanian	1		1		1						1		1
Russian	2		1		1			1	1		1	1	2
Scotch	16	2	2	1	5		4	7	11	2	6	8	16
Servian	8	2		1	3	1		4	5	3		5	8
Slovenian	53	11	5	1	17	2	5	29	36	13	10	30	53
Spanish	2	2			2					2			2
Swedish	62	8	14	1	23		3	36	39	8	17	37	62
Welsh	25	2	3	1	6	1		18	19	3	3	19	25
Austrian (race not specified)	9	1			1		2	6	8	1	2	6	9
Swiss (race not specified)	4	1	1		2			2	2	1	1	2	4
Total	1,599	320	231	90	641	70	92	796	958	390	[illegible]	886	1,599

Table 160.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence*—Continued

SMELTING.

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	12	1	......	......	1	1	1	9	11	2	1	9	12
Bosnian	1	1	......	......	1	......	......	......	......	1	......	......	1
Bulgarian	3	2	......	......	2	......	......	1	1	2	......	1	3
Canadian, French	11	1	1	......	2	2	1	6	9	3	2	6	11
Canadian, Other	50	4	5	4	13	4	2	31	37	8	7	35	50
Croatian	259	62	53	24	139	11	8	101	120	73	61	125	259
Dalmatian	13	6	3	......	9	......	......	4	4	6	3	4	13
Danish	4	1	......	......	1	......	......	3	3	1	......	3	4
Dutch	2	......	......	......	......	......	......	2	2	......	......	2	2
English	52	7	2	1	10	1	4	37	42	8	6	38	52
Finnish	11	1	2	......	3	3	2	3	8	4	4	3	11
Flemish	3	......	......	1	1	......	......	2	2	......	......	3	3
French	11	5	1	......	6	......	1	4	5	5	2	4	11
German	82	4	13	1	18	4	6	54	64	8	19	55	82
Greek	16	14	1	......	15	1	......	......	1	15	1	......	16
Hebrew, Russian	1	......	......	......	......	......	......	1	1	......	......	1	1
Hebrew, Other	1	......	......	......	......	......	1	......	1	......	1	......	1
Herzegovinian	8	4	1	1	6	1	......	1	2	5	1	2	8
Irish	171	4	16	26	46	4	8	113	125	8	24	139	171
Italian, North	81	22	9	5	36	11	3	31	45	33	12	36	81
Italian, South	70	26	5	14	45	8	1	16	25	34	6	30	70
Lithuanian	2	......	1	......	1	......	......	1	1	......	1	1	2
Magyar	17	5	1	......	6	4	1	6	11	9	2	6	17
Mexican	208	124	......	......	124	79	3	2	84	203	3	2	208
Montenegrin	3	2	......	......	2	......	......	1	1	2	......	1	3
Norwegian	48	3	16	3	22	......	1	25	26	3	17	28	48
Polish	26	5	6	......	11	2	1	12	15	7	7	12	26
Russian	11	3	......	......	3	2	......	6	8	5	......	6	11
Ruthenian	3	1	1	......	2	1	......	......	1	2	1	......	3
Scotch	27	2	6	......	8	......	5	14	19	2	11	14	27
Servian	4	3	......	......	3	1	......	......	1	4	......	......	4
Slovak	72	23	9	2	34	4	11	23	38	27	20	25	72
Slovenian	173	60	13	17	90	17	5	61	83	77	18	78	173
Spanish	3	2	1	......	3	......	......	......	......	2	1	......	3
Swedish	127	3	21	9	33	3	8	83	94	6	29	92	127
Welsh	16	......	......	......	......	......	3	13	16	......	3	13	16
Austrian (race not specified)	2	......	......	......	......	1	......	1	2	1	......	1	2
Total	1,604	401	187	108	696	165	76	667	908	566	263	775	1,604

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NORTHERN COLORADO.

TABLE 161.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father, White	69	Foreign-born, by race—Continued.	
Native-born of foreign father, by country of birth of father:		French	14
Austria-Hungary	7	German	27
England	36	Greek	19
France	1	Irish	1
Germany	22	Italian, North	73
Ireland	9	Italian, South	63
Italy	7	Lithuanian	1
Russia	2	Magyar	2
Scotland	7	Polish	7
Sweden	2	Russian	1
Wales	10	Scotch	13
Total	103	Slovak	12
Total native-born	172	Slovenian	14
Foreign-born, by race:		Swedish	4
Bulgarian	1	Turkish	1
Canadian (other than French)	3	Welsh	32
Danish	1	Total foreign-born	356
English	67	Grand total	528

TABLE 162.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bulgarian	1						1			
Canadian (other than French)	3						1			2
Danish	1								1	
English	67	1	1	2	1	2	4		8	48
French	14			1			2		1	10
German	27	5		2			5	3	2	10
Greek	19	2	4	7	3		3			
Irish	1		1							
Italian, North	73	3	5	1	9	8	16	10	9	12
Italian, South	63	1		6	5	9	18	10	5	9
Lithuanian	1							1		
Magyar	2								1	1
Polish	7			1	1	1	2	2		
Russian	1								1	
Scotch	13		1							12
Slovak	12					1	3	1	3	4
Slovenian	14		1	1	2	1	3	1	4	1
Swedish	4							1	2	1
Turkish	1					1				
Welsh	32			9	1	2	3	1		16
Total	356	12	13	30	22	25	61	30	37	126

TABLE 163.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father, White	68	2	......	......	2	11	11	......	22	4	25	1	30	......	11	3	14	17	47	4	68
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	6	......	......	......	......	3	1	......	4	1	1	......	2	......	......	......	......	4	2	......	6
England	36	3	......	......	3	12	6	......	18	5	9	......	14	......	1	......	1	20	16	......	36
France	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Germany	20	4	......	......	4	6	2	......	8	3	4	......	7	......	1	......	1	13	7	......	20
Ireland	9	......	......	......	......	2	3	......	5	......	1	......	1	......	3	......	3	2	7	......	9
Italy	7	3	......	......	3	4	......	......	4	......	......	......	......	......	......	......	......	7	......	......	7
Russia	2	1	......	......	1	......	......	......	......	......	1	......	1	......	......	......	......	1	1	......	2
Scotland	7	1	......	......	1	2	1	......	3	......	1	......	1	......	2	......	2	3	4	......	7
Sweden	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Wales	10	1	......	......	1	2	1	......	3	3	3	......	6	......	......	......	......	6	4	......	10
Total	100	13	......	......	13	32	14	......	46	12	22	......	34	......	7	......	7	57	43	......	100
Total native-born	168	15	......	......	15	43	25	......	68	16	47	1	64	......	18	3	21	74	90	4	168
Foreign-born, by race:																					
Bulgarian	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Canadian (other than French)	3	......	......	......	......	1	......	......	1	......	1	......	1	......	1	......	1	1	2	......	3
Danish	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
English	67	......	......	......	......	3	5	......	8	5	20	1	26	2	30	1	33	10	55	2	67
French	14	......	......	......	......	3	2	......	5	1	5	......	6	......	3	......	3	4	10	......	14
German	27	1	......	......	1	3	1	......	4	6	6	......	12	1	9	......	10	11	16	......	27
Greek	19	2	......	......	2	7	2	......	9	5	3	......	8	......	......	......	......	14	5	......	19
Irish	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Italian, North	72	4	......	......	4	13	1	1	15	13	24	1	38	1	14	......	15	31	39	2	72
Italian, South	63	3	......	......	3	11	8	......	19	4	32	......	36	......	5	......	5	18	45	......	63
Lithuanian	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Magyar	2	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1	......	2	......	2
Polish	7	......	......	......	......	3	......	......	3	1	3	......	4	......	......	......	......	4	3	......	7
Russian	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Scotch	13	......	......	......	......	......	1	......	1	......	6	......	6	......	6	......	6	......	13	......	13

Slovak	12	......	......	......	......	3	......	......	3	1	4	......	5	......	4	......	4	4	8	......	12
Slovenian	14	......	......	......	......	5	......	......	5	......	7	......	7	......	2	......	2	5	9	......	14
Swedish	4	......	......	......	......	......	1	......	1	1	2	......	3	......	......	......	......	1	3	......	4
Turkish	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Welsh	32	......	......	......	......	3	3	......	6	7	8	1	16	1	7	2	10	11	18	3	32
Total foreign-born	355	10	......	......	10	56	25	1	82	46	123	3	172	5	83	3	91	117	231	7	355
Grand total	533	25	......	......	25	99	50	1	150	62	170	4	236	5	101	6	112	191	321	11	533

Table 164.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bulgarian	1	1	
Canadian (other than French)	2	2	
English	55	54	1
French	10	10	
German	16	16	
Greek	5		5
Italian, North	39	32	7
Italian, South	45	33	12
Lithuanian	1	1	
Magyar	2	2	
Polish	3	2	1
Russian	1	1	
Scotch	13	13	
Slovak	8	8	
Slovenian	9	8	1
Swedish	3	3	
Welsh	18	16	2
Total	231	202	29

Table 165.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Years in United States. Under 5. Number who speak English.	Years in United States. 5 to 9. Number.	Years in United States. 5 to 9. Number who speak English.	Years in United States. 10 or over. Number.	Years in United States. 10 or over. Number who speak English.
Bulgarian	1				1			
Danish	1	1					1	1
French	13	12	1		1	1	11	11
German	27	18	7		5	3	15	15
Greek	19	4	16	1	3	3		
Italian, North	73	41	26	4	16	10	31	27
Italian, South	61	43	21	11	17	10	23	22
Lithuanian	1	1					1	1
Magyar	2	2					2	2
Polish	7	3	3		2	1	2	2
Russian	1	1					1	1
Slovak	12	10	1	1	3	2	8	7
Slovenian	14	11	5	2	3	3	6	6
Swedish	4	4					4	4
Turkish	1	1	1	1				
Total	237	152	81	20	51	33	105	99

TABLE 166.—*Number of foreign-born male employees who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bulgarian	1	......	......
Danish	1	1	1
French	13	8	7
German	27	11	8
Greek	19	4	3
Italian, North	73	18	11
Italian, South	61	9	4
Lithuanian	1	1	......
Magyar	2	1	......
Polish	7	2	1
Russian	1	......	......
Slovak	12	7	5
Slovenian	14	6	6
Swedish	4	4	4
Turkish	1	......	......
Total	237	72	50

TABLE 167.—*Number of foreign-born male employees who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read native language.	Read and write native language.
Bulgarian	1	1	1
Danish	1	1	1
French	13	9	8
German	27	25	25
Greek	19	18	18
Italian, North	73	61	61
Italian, South	61	54	54
Lithuanian	1	1	1
Magyar	2	2	2
Polish	7	7	7
Russian	1	1	1
Slovak	12	9	9
Slovenian	14	13	13
Swedish	4	4	4
Turkish	1	1	1
Total	237	207	206

Table 168.—*Number of male employees who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father, White	69	69	69
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	7	7	7
England	36	36	36
France	1	1	1
Germany	22	22	22
Ireland	9	9	9
Italy	7	7	7
Russia	2	2	2
Scotland	7	7	7
Sweden	2	2	2
Wales	9	9	9
Total	102	102	102
Total native-born	171	171	171
Foreign-born, by race:			
Bulgarian	1	1	1
Canadian (other than French)	3	3	3
Danish	1	1	1
English	67	67	67
French	13	12	12
German	27	26	25
Greek	19	18	18
Irish	1	1	1
Italian, North	73	63	63
Italian, South	61	55	54
Lithuanian	1	1	1
Magyar	2	2	2
Polish	7	7	7
Russian	1	1	1
Scotch	13	12	12
Slovak	12	10	10
Slovenian	14	13	13
Swedish	4	4	4
Turkish	1	1	1
Welsh	32	31	31
Total foreign-born	353	329	327
Grand total	524	500	498

Table 169.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
English	28	.....	4	.....	4	1	1	22	24	1	5	22	28
French	3	1	.....	.....	1	.....	2	.....	2	1	2	.....	3
German	15	1	2	.....	3	.....	1	11	12	1	3	11	15
Greek	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Italian, North	33	6	4	1	11	5	6	11	22	11	10	12	33
Italian, South	25	10	3	.....	13	5	3	4	12	15	6	4	25
Lithuanian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Magyar	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Polish	3	1	1	.....	2	.....	1	.....	1	1	2	.....	3
Russian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Scotch	4	.....	.....	.....	.....	.....	1	3	4	.....	1	3	4
Slovak	7	1	.....	.....	1	1	.....	5	6	2	.....	5	7
Slovenian	6	.....	1	1	2	.....	2	2	4	.....	3	3	6
Swedish	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
Welsh	9	.....	3	.....	3	.....	.....	6	6	.....	3	6	9
Total	139	21	18	3	41	12	17	69	98	33	35	71	139

Table 170.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	68	......	2	......	2	3	2	10	38	8	3
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	5	......	......	......	......	......	......	......	5	......	......
England	35	......	1	......	2	......	......	1	29	2	......
France	1	......	......	......	......	......	......	......	......	1	......
Germany	17	......	......	......	......	1	......	6	7	3	......
Ireland	9	......	......	......	1	......	1	1	6	......	......
Italy	5	......	......	......	......	......	......	......	4	1	......
Russia	1	......	......	......	......	......	......	......	1	......	......
Scotland	7	......	......	......	......	......	......	1	6	......	......
Sweden	2	......	......	......	......	......	......	......	2	......	......
Wales	10	......	......	......	......	......	......	1	8	1	......
Total	92	......	1	......	3	1	1	10	68	8	......
Total native-born	160	......	3	......	5	4	3	20	106	16	3
Foreign-born, by race:											
Bulgarian	1	......	......	......	......	......	......	......	1	......	......
Canadian (other than French)	3	......	......	......	......	......	......	......	2	......	1
Danish	1	......	......	......	......	......	......	......	1	......	......
English	67	1	1	......	2	......	2	2	47	9	3
French	14	......	3	......	4	......	1	......	3	3	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 170.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Con.											
German	23	1	......	......	1	2	......	1	16	2	......
Greek	19	......	......	......	......	......	5	1	12	1	......
Irish	1	......	......	......	......	......	......	1	......	......	......
Italian, North	72	7	7	1	12	8	2	1	33	1	......
Italian, South	63	......	3	......	2	5	3	2	43	4	1
Lithuanian	1	......	......	......	......	......	......	......	1	......	......
Magyar	2	......	......	......	......	......	......	......	2	......	......
Polish	7	......	......	......	......	......	......	......	6	1	......
Russian	1	......	......	......	......	1	......	......	......	......	......
Scotch	13	......	......	......	1	......	......	1	9	2	......
Slovak	12	2	2	......	4	......	......	......	4	......	......
Slovenian	14	......	......	......	2	......	1	......	10	1	......
Swedish	4	......	......	......	......	......	......	......	1	3	......
Turkish	1	......	......	......	......	......	......	......	1	......	......
Welsh	32	......	......	......	......	......	......	1	26	5	......
Total foreign-born	350	11	16	1	28	16	13	10	218	32	5
Grand total	518	11	19	1	33	20	16	30	334	46	8

TABLE 171.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	1	......	......	......	1	......	......	......	......	......	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	......	1	......	......	......	......	......	......	......	......
England	1	......	......	......	......	......	1	......	......	......	......
Germany	5	......	1	......	2	......	......	2	......	......	......
Italy	2	......	......	......	1	......	......	......	1	......	......
Russia	1	1	......	......	......	......	......	......	......	......	......
Total	10	1	2	......	3	......	1	2	1	......	......
Total native-born	11	1	2	......	4	......	1	2	1	......	......
Foreign-born, by race:											
Italian, North	1	......	1	......	......	......	......	......	......	......	......
Italian, South	1	......	......	......	......	......	......	......	1	......	......
Total foreign-born	2	......	1	......	......	......	......	......	1	......	......
Grand total	13	1	3	......	4	......	1	2	2	......	......

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 172.—*Number of male employees in 5 Colorado mines earning each specified amount from January 1, 1909, to January 15, 1909, by occupation and general nativity and race.*[a]

[The earnings entered in this table are net. For employees other than miners or loaders the average days worked, is based on an eight-hour day and for miners or loaders the average is based on the number of days employees entered the mines.]

Occupation and general nativity and race.	Number reporting complete data.	Average.			Number earning each specified amount during the half month.										
		Earnings during half month.	Days worked during half month.	Earnings per day.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 or over.
Miners or loaders.															
Native-born of native father, White	45	$20.35	7.20	$2.83	5	6	2	6	16	2	3	2	....	3	....
Native-born of foreign father, by race of father:															
English	20	22.75	7.30	3.12	2	2	2	5	....	2	1	2	4	....	....
French	1	(b)	(b)	(b)	....	....	....	1	....	....	....	....	....	....	....
German	9	(b)	(b)	(b)	1	....	....	....	....	3	1	1	....	1	2
Irish	7	(b)	(b)	(b)	....	....	2	1	2	....	2	....	....	....	....
Italian, North	2	(b)	(b)	(b)	....	....	....	....	....	1	1	....	....	....	....
Italian, South	2	(b)	(b)	(b)	....	....	....	1	....	1	....	....	....	....	....
Polish	1	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	....
Russian	1	(b)	(b)	(b)	....	....	....	....	....	....	....	1	....	....	....
Scotch	3	(b)	(b)	(b)	....	1	1	....	....	1	....	....	....	....	....
Slovenian	1	(b)	(b)	(b)	....	....	....	....	1	....	....	....	....	....	....
Swedish	1	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	....
Welsh	6	(b)	(b)	(b)	....	....	1	....	3	....	1	....	1	....	....
Total	54	26.75	7.74	3.46	3	3	6	8	6	8	6	4	7	1	2
Total native-born	99	23.84	7.49	3.18	8	9	8	14	22	10	9	6	7	4	2
Foreign-born:															
English	49	22.78	7.76	2.94	1	6	8	7	6	7	5	3	6	....	....
French	24	24.61	8.33	2.95	1	1	2	2	3	10	3	1	1	....	....
German	30	24.29	7.87	3.09	1	1	3	6	3	10	1	3	1	1	....
Greek	28	23.36	7.64	3.06	....	4	2	6	4	5	4	1	1	1	....
Irish	2	(b)	(b)	(b)	....	....	....	....	....	....	1	1	....	....	....
Italian, North	89	29.86	9.17	3.26	3	....	2	10	12	18	17	14	12	1	....
Italian, South	72	30.66	8.83	3.47	1	3	9	4	6	10	11	11	9	8	....
Italian (not specified)	3	(b)	(b)	(b)	3	....	....	....	....	....	....	....	....	....	....
Lithuanian	1	(b)	(b)	(b)	....	....	....	1	....	....	....	....	....	....	....
Magyar	1	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	....
Mexican	1	(b)	(b)	(b)	....	....	1	....	....	....	....	....	....	....	....
Polish	7	(b)	(b)	(b)	....	1	1	2	....	3	....	....	....	....	....
Russian	1	(b)	(b)	(b)	....	....	....	....	....	....	1	....	....	....	....
Scotch	11	22.50	7.09	3.17	1	....	2	2	1	2	2	1	....	....	....
Slovak	11	26.80	7.91	3.39	1	1	....	1	2	....	3	2	1	....	....
Slovenian	15	23.14	9.00	2.65	....	....	1	2	1	2	3	3	1	2	....
Swedish	4	(b)	(b)	(b)	....	....	....	2	....	1	1	....	....	....	....
Turkish	1	(b)	(b)	(b)	....	....	....	....	....	1	....	....	....	....	....
Welsh	30	18.69	6.57	2.84	....	6	4	8	3	8	1	....	....	....	....
Total foreign-born	380	26.26	8.24	3.20	12	23	35	53	41	77	53	40	33	13	....
Grand total	479	25.73	8.09	3.18	20	32	43	67	63	87	62	46	40	17	2
General laborers.															
Native-born of native father, White	53	24.67	8.71	2.83	5	6	4	5	5	7	11	7	4	....	....
Native-born of foreign father, by race of father:															
English	23	22.84	7.94	2.88	3	2	2	2	4	4	5	....	1	....	....
German	18	25.34	9.91	2.56	....	1	3	1	4	5	1	2	....	....	1
Irish	5	(b)	(b)	(b)	....	....	....	2	....	1	2	....	....	....	....
Italian, North	1	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	....
Italian, South	2	(b)	(b)	(b)	....	....	....	....	1	1	....	....	....	....	....

[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[b] Not computed, owing to small number involved.

TABLE 172.—*Number of male employees in 5 Colorado mines earning each specified amount from January 1, 1909, to January 15, 1909, by occupation and general nativity and race*—Continued.

Occupation and general nativity and race.	Number reporting complete data.	Average.			Number earning each specified amount during the half month.										
		Earnings during half month.	Days worked during half month.	Earnings per day.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 or over.
General laborers—Continued.															
Native-born of foreign father, by race of father—Cont'd.															
Scotch	3	(a)	(a)	(a)	....	....	....	....	....	1	1	1	....	....	....
Swedish	2	(a)	(a)	(a)	....	1	....	....	1	....	....	....	....	....	....
Welsh	6	(a)	(a)	(a)	....	1	....	1	....	1	2	1	....	....	....
Total	59	$24.50	8.86	$2.77	2		5	6	10	13	11	4	2	....	1
Total native-born	111	24.58	8.79	2.80	5	11	9	11	15	20	22	11	6	....	1
Foreign-born, by race:															
Bulgarian	1	(a)	(a)	(a)	....	....	....	....	....	....	....	1	....	....	....
Canadian (other than French)	3	(a)	(a)	(a)	....	1	....	....	....	....	....	1	1	....	....
English	20	30.48	10.35	2.94	1	....	2	....	....	6	5	3	2	1	....
French	2	(a)	(a)	(a)	1	....	....	....	....	....	1	....	....	....	....
German	11	24.25	8.95	2.71	2	1	1	....	1	....	3	2	1	....	....
Greek	1	(a)	(a)	(a)	....	....	....	1	....	....	....	....	....	....	....
Irish	3	(a)	(a)	(a)	....	2	....	....	1	....	....	....	....	....	....
Italian, North	11	21.01	8.68	2.42	1	3	....	....	2	1	4	....	....	....	....
Italian, South	9	(a)	(a)	(a)	....	....	1	....	2	2	2	....	2	....	....
Italian (not specified)	1	(a)	(a)	(a)	....	1	....	....	....	....	....	....	....	....	....
Magyar	1	(a)	(a)	(a)	....	....	....	....	....	....	1	....	....	....	....
Scotch	5	(a)	(a)	(a)	....	....	....	....	1	1	1	1	1	....	....
Slovak	3	(a)	(a)	(a)	....	....	....	....	....	....	2	1	....	....	....
Slovenian	2	(a)	(a)	(a)	....	....	....	....	....	1	....	1	....	....	....
Welsh	11	30.34	10.07	3.01	1	....	....	3	....	....	2	2	3	....	....
Total foreign-born	84	27.39	9.56	2.87	6	8	4	4	7	11	21	12	10	1	....
Grand total	195	25.79	9.12	2.83	11	19	13	15	22	31	43	23	16	1	1
Mechanics or engineers.															
Native-born of native father, White	14	39.29	13.60	2.89	....	....	....	....	1	1	2	3	6	1	....
Native-born of foreign father, by race of father:															
English	3	(a)	(a)	(a)	....	....	....	....	....	....	1	....	1	1	....
German	3	(a)	(a)	(a)	....	1	....	....	....	....	1	1	....	....	....
Irish	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	....	....
Scotch	3	(a)	(a)	(a)	....	1	....	....	....	....	1	....	1	....	....
Swedish	1	(a)	(a)	(a)	....	....	....	....	....	....	1	....	....	....	....
Welsh	1	(a)	(a)	(a)	....	....	....	....	1	....	....	....	....	....	....
Total	12	33.06	11.05	2.99	....	2	....	....	1	....	4	1	3	1	....
Total native-born	26	36.41	12.42	2.93	....	2	....	....	2	1	6	4	9	2	....
Foreign-born:															
Danish	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	....	....
English	6	(a)	(a)	(a)	1	....	....	....	....	....	1	....	4	....	....
Irish	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	....	....
Italian, North	1	(a)	(a)	(a)	1	....	....	....	....	....	....	....	....	....	....
Italian South	2	(a)	(a)	(a)	....	....	....	....	....	....	1	....	1	....	....
Scotch	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	....	....
Slovenian	2	(a)	(a)	(a)	....	....	....	....	....	....	2	....	....	....	....
Swedish	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	....	....
Welsh	2	(a)	(a)	(a)	....	....	....	....	....	....	....	....	2	....	....
Total foreign-born	17	38.27	12.75	3.00	2	....			....	....	4	....	11	....	....
Grand total	43	37.15	12.55	2.96	2	2	....	....	2	1	10	4	20	2	....

[a] Not computed, owing to small number involved.

Table 172.—*Number of male employees in 5 Colorado mines earning each specified amount from January 1, 1909, to January 15, 1909, by occupation and general nativity and race*—Continued.

Occupation and general nativity and race.	Number reporting complete data.	Average.			Number earning each specified amount during the half month.										
		Earnings during half month.	Days worked during half month.	Earnings per day.	Under $5.	$5 and under $10.	$10 and under $15.	$15 and under $20.	$20 and under $25.	$25 and under $30.	$30 and under $35.	$35 and under $40.	$40 and under $50.	$50 and under $60.	$60 and over.
Superintendents, bosses, or foremen.															
Native-born of native father, White	4	(a)	(a)	(a)	....	1	....	....	....	....	....	....	2	....	1
Native-born of foreign father, by race of father:															
Irish	1	(a)	(a)	(a)	....	....	....	....	....	....	1	....	....	....	....
Polish	2	(a)	(a)	(a)	....	....	....	....	....	....	....	....	1	1	....
Total	3	(a)	(a)	(a)	....	....	....	....	....	....	1	....	1	1	....
Total native-born	7	(a)	(a)	(a)	....	1	....	....	....	....	1	....	3	1	1
Foreign-born:															
English	6	(a)	(a)	(a)	....	....	....	....	....	....	....	1	2	1	2
Welsh	1	(a)	(a)	(a)	....	....	....	....	....	....	....	....	....	....	1
Total foreign-born	7	(a)	(a)	(a)	....	....	....	....	....	....	....	1	2	1	3
Grand total	14	$46.39	12.00	$3.87	....	1	....	....	....	....	1	1	5	2	4

[a] Not computed, owing to small number involved.

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Table 173.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	438
Negro	82
Native-born of foreign father by country of birth of father:	
Austria-Hungary	10
Belgium	2
Canada	3
Denmark	1
England	23
France	1
Germany	15
Ireland	13
Italy	25
Mexico	4
Norway	1
Russia	4
Scotland	29
Sweden	1
Wales	20
Total	152
Total native-born	672
Foreign-born, by race:	
Armenian	1
Bohemian and Moravian	40
Bosnian	1
Bulgarian	3
Canadian (other than French)	10
Croatian	57
Dalmatian	4
Danish	1
English	38
French	9
Foreign-born, by race—Continued.	
German	33
Greek	1
Herzegovinian	1
Irish	12
Italian, North	489
Italian, South	361
Italian (not specified)	3
Japanese	66
Korean	1
Lithuanian	3
Magyar	49
Mexican	41
Montenegrin	27
Polish	127
Roumanian	1
Russian	18
Ruthenian	6
Scotch	35
Scotch-Irish	1
Servian	6
Slovak	75
Slovenian	164
Spanish	3
Swedish	5
Welsh	41
Austrian (race not specified)	11
Swiss (race not specified)	1
Total foreign-born	1,745
Grand total	2,417

Table 174.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Armenian	1			1						
Bohemian and Moravian	40	1	4	9	16	4	4	2		
Bosnian	1						1			
Bulgarian	3			1			1	1		
Canadian (other than French)	10		1			1	3			5
Croatian	57	1		9	3	2	25	5	7	5
Dalmatian	4			1		1				2
Danish	1									1
English	38						2	1	3	32
French	9			2			2		2	3
German	33		3	5	4	2	3	1	2	13
Greek	1				1					
Herzegovinian	1			1						
Irish	12						2	1	3	6
Italian, North	489	13	41	104	45	27	149	50	34	26
Italian, South	361	17	23	58	45	31	101	47	30	9
Italian (not specified)	3				1	1	1			
Japanese	66		1	3	7	12	41	2		
Korean	1				1					
Lithuanian	3						1	1		1
Magyar	49	1	4	4	12	5	16	4	1	2
Mexican	41	1		9	3	2	14	6	1	5
Montenegrin	27		5	6	12	1	3			
Polish	127	7	18	24	29	10	27	6	4	2
Roumanian	1		1							
Russian	18		4	7	3	1	1		1	1
Ruthenian	6		1		1			1	2	1
Scotch	35		1		3	1	4		6	20
Scotch-Irish	1		1							
Servian	6	1		1	1		2		1	
Slovak	75	1	3	6	4	4	20	4	6	27
Slovenian	164	7	11	33	31	16	46	8	10	2
Spanish	3		1			1	1			
Swedish	5						1	1		3
Welsh	41	1	3	1	1	2	3		1	29
Austrian (race not specified)	11			3		1	5	2		
Swiss (race not specified)	1						1			
Total	1,745	51	126	288	223	125	480	143	114	195

TABLE 175.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	431	45	4	......	49	66	84	4	154	22	124	11	157	5	55	11	71	138	267	26	431
Negro	82	3	......	......	3	10	3	1	14	6	34	7	47	2	10	6	18	21	47	14	82
Total	513	48	4	......	52	76	87	5	168	28	158	18	204	7	65	17	89	159	314	40	513
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	9	4	......	......	4	5	......	......	5	......	......	......	......	......	......	......	......	9	......	......	9
Belgium	2	......	......	......	......	......	1	......	1	......	1	......	1	......	......	......	......	......	2	......	2
Canada	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Denmark	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
England	20	2	......	......	2	6	2	......	8	......	8	......	8	......	2	......	2	8	12	......	20
France	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Germany	15	3	......	......	3	2	2	......	4	......	3	1	4	......	4	......	4	5	9	1	15
Ireland	13	1	......	......	1	2	......	......	2	1	5	1	7	......	2	1	3	4	7	2	13
Italy	17	8	......	......	8	5	3	......	8	1	......	......	1	......	......	......	......	14	3	......	17
Mexico	4	......	......	......	......	2	......	......	2	......	2	......	2	......	......	......	......	2	2	......	4
Norway	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Russia	1	1	......	......	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1
Scotland	24	6	......	......	6	6	5	......	11	3	3	......	6	1	......	......	1	16	8	......	24
Sweden	1	......	......	......	......	......	1	......	1	......	......	......	......	......	......	......	......	......	1	......	1
Wales	18	4	......	......	4	7	1	......	8	1	5	......	6	......	......	......	......	12	6	......	18
Total	128	29	......	......	29	35	16	......	51	8	28	2	38	1	8	1	10	73	52	3	128
Total native-born	641	77	4	......	81	111	103	5	219	36	186	20	242	8	73	18	99	232	366	43	641
Foreign-born, by race:																					
Armenian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Bohemian and Moravian	40	3	......	......	3	5	2	......	7	2	25	1	28	......	2	......	2	10	29	1	40
Bosnian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Bulgarian	3	1	......	......	1	1	......	......	1	......	1	......	1	......	......	......	......	2	1	......	3
Canadian (other than French)	10	......	......	......	......	......	3	......	3	1	2	......	3	1	3	......	4	2	8	......	10
Croatian	56	2	......	......	2	13	7	......	20	6	19	2	27	1	6	......	7	22	32	2	56
Dalmatian	4	......	......	......	......	1	......	......	1	1	1	1	3	......	......	......	......	2	1	1	4
Danish	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
English	38	......	......	......	......	6	1	......	7	3	11	2	16	1	12	2	15	10	24	4	38
French	9	......	......	......	......	3	......	......	3	1	1	1	3	1	1	1	3	5	2	2	9

TABLE 175.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Foreign-born, by race—Continued.																					
German	33	1	......	......	1	8	1	......	9	3	6	2	11	2	10	......	12	14	17	2	33
Greek	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Herzegovinian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Irish	12	......	......	......	......	2	......	......	2	2	1	......	3	2	4	1	7	6	5	1	12
Italian, North	485	33	1	......	34	144	64	......	208	44	151	7	202	7	31	3	41	228	247	10	485
Italian, South	356	32	1	......	33	70	55	1	126	13	140	3	156	3	36	2	41	118	232	6	356
Italian (not specified)	3	1	......	......	1	1	1	......	2	......	......	......	......	......	......	......	......	2	1	......	3
Japanese	66	4	......	......	4	27	2	......	29	16	16	......	32	......	1	......	1	47	19	......	66
Korean	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Lithuanian	3	......	......	......	......	......	......	......	......	3	......	......	3	......	......	......	......	3	......	......	3
Magyar	49	1	......	......	1	10	9	1	20	4	17	3	24	......	3	1	4	15	29	5	49
Mexican	41	......	......	......	......	16	6	1	23	6	9	......	15	......	3	......	3	22	18	1	41
Montenegrin	27	......	......	......	......	21	1	......	22	2	3	......	5	......	......	......	......	23	4	......	27
Polish	127	5	......	......	5	31	20	......	51	9	54	......	63	1	7	......	8	46	81	......	127
Roumanian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Russian	18	......	......	......	......	12	1	......	13	2	2	......	4	......	1	......	1	14	4	......	18
Ruthenian	6	......	......	......	......	1	2	......	3	1	1	......	2	1	......	......	1	3	3	......	6
Scotch	35	4	......	......	4	4	3	......	7	1	9	......	10	1	11	2	14	10	22	2	35
Scotch-Irish	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Servian	6	......	......	......	......	1	2	......	3	1	2	......	3	......	......	......	......	2	4	......	6
Slovak	75	4	......	......	4	11	8	......	19	6	27	1	34	2	14	2	18	23	49	3	75
Slovenian	162	8	......	......	8	68	11	......	79	23	47	......	70	2	3	......	5	101	61	......	162
Spanish	3	1	......	......	1	1	1	......	2	......	......	......	......	......	......	......	......	2	1	......	3
Swedish	5	......	......	......	......	1	......	1	2	1	......	......	1	1	1	......	2	3	1	1	5
Welsh	41	1	......	......	1	4	2	......	6	3	8	......	11	1	17	5	23	9	27	5	41
Austrian (race not specified)	11	......	......	......	......	6	3	......	9	1	1	......	2	......	......	......	......	7	4	......	11
Swiss (race not specified)	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Total foreign-born	1,733	101	2	......	103	472	206	4	681	159	554	23	736	27	167	19	213	759	928	46	1,733
Grand total	2,374	178	6	......	184	583	308	9	900	195	740	43	978	35	240	37	312	991	1,204	89	2,374

TABLE 176.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bohemian and Moravian	29	22	7
Bulgarian	1	1	......
Canadian (other than French)	8	7	1
Croatian	32	22	10
Dalmatian	1	1	......
Danish	1	1	......
English	24	24	......
French	2	1	1
German	17	16	1
Irish	5	5	......
Italian, North	247	127	120
Italian, South	232	122	110
Italian (not specified)	1	1	......
Japanese	19	1	18
Magyar	29	17	12
Mexican	18	12	6
Montenegrin	4	1	3
Polish	81	46	35
Russian	4	3	1
Ruthenian	3	3	......
Scotch	23	22	1
Servian	4	1	3
Slovak	40	35	13
Slovenian	61	36	25
Spanish	1	1	......
Swedish	1	1	......
Welsh	27	25	2
Austrian (race not specified)	4	3	1
Total	928	554	374

TABLE 177.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Armenian	1	......	1	......	......	......	......	......
Bohemian and Moravian	39	19	33	14	4	3	2	2
Bosnian	1	1	......	......	1	1	......	......
Bulgarian	3	2	1	......	1	1	1	1
Croatian	57	45	15	9	25	21	17	15
Dalmatian	4	3	2	1	......	......	2	2
Danish	1	1	......	......	......	......	1	1
French	9	6	2	......	2	1	5	5
German	33	26	14	7	3	3	16	16
Greek	1	1	1	1	......	......	......	......
Herzegovinian	1	1	1	1	......	......	......	......
Italian, North	485	186	229	38	149	71	107	77
Italian, South	359	157	172	41	101	56	86	60
Italian (not specified)	3	1	2	......	1	1	......	......
Japanese	66	22	23	9	41	11	2	2

TABLE 177.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Korean	1		1					
Lithuanian	3	3			1	1	2	2
Magyar	49	25	26	7	16	13	7	5
Mexican	41	17	15	4	14	8	12	5
Montenegrin	27	12	24	9	3	3		
Polish	126	43	88	25	27	13	11	5
Roumanian	1	1	1	1				
Russian	18	6	15	3	1	1	2	2
Ruthenian	6	3	2				4	3
Servian	6	1	3		2		1	1
Slovak	75	39	18	5	20	11	37	23
Slovenian	161	75	97	36	45	26	19	13
Spanish	2	1	1		1	1		
Swedish	5	5			1	1	4	4
Austrian (race not specified)	11	8	4	1	5	5	2	2
Swiss (race not specified)	1	1			1	1		
Total	1,596	711	791	212	465	253	340	246

TABLE 178.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Armenian	1		
Bohemian and Moravian	30	15	11
Bosnian	1		
Bulgarian	3		
Croatian	57	15	12
Dalmatian	4	2	2
Danish	1	1	1
French	9	3	2
German	33	25	23
Greek	1		
Herzegovinian	1		
Italian, North	465	69	52
Italian, South	330	30	28
Italian (not specified)	3		
Japanese	66	19	16
Korean	1		
Lithuanian	3	1	
Magyar	49	6	3
Mexican	41	5	4
Montenegrin	27		
Polish	126	21	16
Roumanian	1	1	1
Russian	18	2	2
Ruthenian	6	2	3
Servian	6		
Slovak	75	17	12
Slovenian	161	17	13
Spanish	2		
Swedish	5	5	5
Austrian (race not specified)	11	4	2
Swiss (race not specified)	1	1	1
Total	1,596	261	208

Table 179.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Armenian	1	1	1
Bohemian and Moravian	39	39	38
Bosnian	1	1	1
Bulgarian	3	3	3
Croatian	57	42	42
Dalmatian	4	2	1
Danish	1	1	1
French	9	8	8
German	33	31	28
Greek	1	1	1
Herzegovinian	1	1	....
Italian, North	485	436	421
Italian, South	359	230	211
Italian (not specified)	3	3	3
Japanese	66	66	66
Korean	1	1	1
Lithuanian	3	3	3
Magyar	49	42	40
Mexican	41	36	25
Montenegrin	27	24	24
Polish	126	107	104
Roumanian	1	1	1
Russian	18	18	17
Ruthenian	6	5	5
Servian	6	5	5
Slovak	75	56	55
Slovenian	161	142	142
Spanish	2	2	2
Swedish	5	5	5
Austrian (race not specified)	11	11	11
Swiss (race not specified)	1	1	1
Total	1,596	1,293	1,265

TABLE 180.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father:			
White	438	364	361
Negro	78	74	71
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	10	9	9
Belgium	2	2	2
Canada	3	3	3
Denmark	1	1	1
England	22	21	21
France	1	1	1
Germany	15	14	14
Ireland	13	13	13
Italy	25	23	23
Mexico	4	2	2
Norway	1	1	1
Russia	4	4	4
Scotland	28	28	28
Sweden	1	1	1
Wales	20	20	20
Total	150	143	143
Total native-born	666	581	575
Foreign-born, by race:			
Armenian	1	1	1
Bohemian and Moravian	39	39	38
Bosnian	1	1	1
Bulgarian	3	3	3
Canadian (other than French)	10	10	10
Croatian	57	43	43
Dalmatian	4	2	2
Danish	1	1	1
English	37	36	36
French	9	8	8
German	33	32	31
Greek	1	1	1
Herzegovinian	1	1	....
Irish	11	9	8
Italian, North	485	433	428
Italian, South	359	227	220
Italian (not specified)	3	3	3
Japanese	66	66	66
Korean	1	1	1
Lithuanian	3	2	2
Magyar	49	42	40
Mexican	41	26	25
Montenegrin	27	24	24
Polish	126	107	104
Roumanian	1	1	1
Russian	18	18	17
Ruthenian	6	5	5
Scotch	35	35	35
Scotch-Irish	1	1	1
Servian	6	5	5
Slovak	75	58	57
Slovenian	161	143	143
Spanish	2	2	2
Swedish	5	5	5
Welsh	41	39	39
Austrian (race not specified)	11	11	11
Swiss (race not specified)	1	1	1
Total foreign-born	1,731	1,442	1,418
Grand total	2,397	2,023	1,993

Table 181.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	4	2	1		3			1	1	2	1	1	4
Bosnian	1	1			1					1			1
Bulgarian	1	1			1					1			1
Canadian (other than French)	4	3			3			1	1	3		1	4
Croatian	22	11	1	2	14	1		7	8	12	1	9	22
English	13		1		1			12	12		1	12	13
French	4						1	3	4		1	3	4
German	12	2		1	3		1	8	9	2	1	9	12
Irish	7	1			1		1	5	6	1	1	5	7
Italian, North	168	65	31	12	108	10	14	36	60	75	45	48	168
Italian, South	118	25	21	17	63	7	13	35	55	32	34	52	118
Lithuanian	3	1			1	1		1	2	2		1	3
Magyar	15	9	3		12	2		1	3	11	3	1	15
Mexican	10	5	1	1	7	2	1		3	7	2	1	10
Montenegrin	1		1		1						1		1
Polish	27	14	3	2	19	4	2	2	8	18	5	4	27
Russian	2	1			1			1	1	1		1	2
Ruthenian	2						2		2		2		2
Scotch	12	1	1		2	1	1	8	10	2	2	8	12
Servian	1	1			1					1			1
Slovak	30	4	7	1	12	4	5	9	18	8	12	10	30
Slovenian	45	19	8	4	31	2	6	6	14	21	14	10	45
Spanish	1		1		1						1		1
Swedish	3						1	2	3		1	2	3
Welsh	22		3		3		3	16	19		6	16	22
Austrian (race not specified)	2	1			1		1		1	1	1		2
Swiss (race not specified)	1			1	1							1	1
Total	531	167	83	41	291	34	52	154	240	201	135	106	531

TABLE 182.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[*]

General nativity and race.	Number reporting complete data.	Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	399	2	2	10	11	80	102	84	69	20	19
Negro	81	......	......	......	5	2	12	32	20	5	5
Total	480	2	2	10	16	82	114	116	89	25	24
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	8	......	......	......	......	1	1	5	1	......	......
Belgium	2	......	......	......	......	......	......	2	......	......	......
Canada	1	......	......	......	......	......	......	1	......	......	......
Denmark	1	......	......	......	......	......	......	......	1	......	......
England	19	......	......	1	3	......	3	8	2	1	1
France	1	......	......	......	......	......	......	1	......	......	......
Germany	15	......	......	......	......	......	5	6	3	......	1
Ireland	12	......	......	......	......	......	1	5	4	......	2
Italy	13	......	......	......	1	......	3	4	2	2	1
Mexico	4	......	......	......	......	......	1	......	3	......	......
Norway	1	......	......	......	......	......	......	......	......	......	1
Scotland	20	......	......	......	......	1	2	9	5	......	3
Sweden	1	......	......	......	......	......	......	1	......	......	......
Wales	17	......	......	......	......	1	......	9	6	1	......
Total	115	......	......	1	4	3	16	51	27	4	9
Total native-born	595	2	2	11	20	85	130	167	116	29	33
Foreign-born, by race:											
Armenian	1	......	......	......	......	......	......	......	......	1	......
Bohemian and Moravian	38	......	......	2	1	4	12	8	10	1	......
Bosnian	1	......	......	......	......	......	......	......	1	......	......
Bulgarian	3	......	......	......	......	1	1	1	......	......	......
Canadian (other than French)	9	......	......	1	......	......	......	3	4	1	......
Croatian	56	......	1	......	2	2	8	26	13	4	......
Dalmatian	4	......	......	......	......	......	......	3	1	......	......
Danish	1	......	1	......	......	......	......	......	......	......	......
English	38	......	......	......	......	......	3	14	16	3	2
French	9	......	2	......	......	......	1	3	3	......	......
German	32	......	......	......	2	1	6	9	13	......	1
Greek	1	......	......	1	......	......	......	......	......	......	......
Herzegovinian	1	......	......	......	......	......	......	......	......	1	......
Irish	12	......	......	......	......	......	3	3	6	......	......
Italian, North	460	11	13	7	46	59	85	120	104	15	......
Italian, South	308	4	3	......	19	71	89	64	53	4	1
Italian (not specified)	3	......	......	......	......	......	2	......	1	......	......
Japanese	65	......	......	......	5	1	1	10	45	3	......
Korean	1	......	......	......	......	......	1	......	......	......	......
Lithuanian	3	......	......	......	2	......	......	......	1	......	......
Magyar	49	......	......	......	4	4	10	15	12	3	1
Mexican	41	1	......	......	4	6	8	5	14	2	1
Montenegrin	27	......	......	......	......	......	......	5	18	4	......
Polish	125	1	3	3	15	11	21	41	26	4	......
Roumanian	1	......	......	......	......	......	1	......	......	......	......
Russian	18	1	2	1	6	1	2	2	2	1	......
Ruthenian	6	......	......	......	......	......	......	4	2	......	......
Scotch	33	......	1	......	......	4	2	6	16	3	1
Scotch-Irish	1	......	......	......	......	......	......	1	......	......	......
Servian	6	......	1	......	1	1	1	1	1	......	......
Slovak	72	1	1	1	5	6	19	30	9	......	......
Slovenian	161	5	9	1	13	9	51	20	46	7	......
Spanish	3	......	......	......	......	......	1	2	......	......	......
Swedish	5	......	......	......	......	......	......	3	1	......	1
Welsh	41	......	......	......	......	......	3	17	16	1	4
Austrian (race not specified)	11	......	......	......	1	1	2	3	4	......	......
Swiss (race not specified)	1	......	......	......	......	......	......	......	1	......	......
Total foreign-born	1,647	24	37	17	126	182	333	419	439	58	12
Grand total	2,242	26	39	28	146	267	463	586	555	87	45

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[*] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

TABLE 183.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	26	......	5	3	5	3	6	3	1	......	......
Negro	1	......	......	......	......	......	......	1	......	......	......
Total	27	......	5	3	5	3	6	4	1	......	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	2	......	......	......	......	......	......	1	1	......	......
Canada	2	......	2	......	......	......	......	......	......	......	......
England	4	......	......	1	1	......	1	......	1	......	......
Ireland	1	......	......	......	......	1	......	......	......	......	......
Italy	12	......	3	2	2	2	......	2	1	......	......
Russia	4	......	1	......	......	1	1	1	......	......	......
Scotland	9	......	2	1	1	3	1	1	......	......	......
Wales	3	......	2	......	......	1	......	......	......	......	......
Total	37	......	10	4	4	8	3	5	3	......	......
Total native-born	64	......	15	7	9	11	9	9	4	......	......
Foreign-born, by race:											
Bohemian and Moravian	2	......	......	......	......	......	1	1	......	......	......
Croatian	1	......	1	......	......	......	......	......	......	......	......
Italian, North	14	......	......	......	3	5	2	3	1	......	......
Italian, South	9	1	1	......	......	1	1	3	2	......	......
Japanese	1	1	......	......	......	......	......	......	......	......	......
Polish	2	......	......	1	......	......	......	1	......	......	......
Scotch	2	......	......	......	......	......	1	1	......	......	......
Slovak	2	......	......	......	......	......	1	1	......	......	......
Slovenian	2	......	......	......	......	......	1	......	1	......	......
Total foreign-born	35	2	2	1	3	6	7	10	4	......	......
Grand total	99	2	17	8	12	17	16	19	8	......	......

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

NEW MEXICO.

Table 184.—*Number of male employees in 2 New Mexico mines earning each specified amount (gross) in January, 1909, by occupation and general nativity and race.**

Occupation and general nativity and race.	Number reporting complete data.	Average.			Number earning each specified amount during the month.										
		Earnings during month.	Days worked during month.	Earnings per day.	Under $10.	$10 and under $20.	$20 and under $30.	$30 and under $40.	$40 and under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $100.	$100 and under $120.	$120 or over.
Miners or loaders.															
Native-born:[a]															
White	14	$50.26	14.36	$3.50	3	2	1	....	....	....	....	3	5	....	....
Negro	13	48.26	17.15	2.81	....	1	....	4	3	1	3	....	1	....	....
Total native-born	27	49.30	15.70	3.14	3	3	1	4	3	1	3	3	6	....	....
Foreign-born:															
Bohemian and Moravian	16	53.89	19.44	2.77	1	1	....	2	3	3	1	2	3	....	....
Bulgarian	21	53.55	18.05	2.97	2	1	1	2	2	7	2	2	....	2	....
English	2	(b)	(b)	(b)	1	....	....	....	....	....	1	....	....	....	....
French	1	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	....
German	5	(b)	(b)	(b)	1	....	....	....	1	3	....	....	....	....	....
Greek	35	53.06	17.94	2.96	4	3	1	2	3	10	4	1	6	1	....
Italian (not specified)	135	67.25	18.54	3.63	9	10	7	7	5	11	14	18	32	16	6
Japanese	88	72.65	20.16	3.60	2	3	1	4	5	10	15	12	22	11	3
Mexican	50	41.33	14.42	2.87	8	6	3	8	3	7	7	7	....	1	....
Montenegrin	209	58.50	18.92	3.09	10	6	10	16	27	34	35	37	28	6	....
Scotch	1	(b)	(b)	(b)	....	....	....	....	1	....	....	....	....	....	....
Spanish	20	74.72	22.45	3.33	....	....	....	1	1	2	3	5	7	1	....
Welsh	2	(b)	(b)	(b)	....	....	....	....	....	....	1	....	1	....	....
Austrian (race not specified)	134	56.09	17.32	3.24	15	12	9	7	15	13	19	14	16	11	3
Total foreign-born	719	60.07	18.37	3.27	53	42	32	49	66	100	102	98	116	49	12
Grand total	746	59.66	18.28	3.26	56	45	33	53	69	101	105	101	122	49	12
General labor.															
Native-born:[a]															
White	68	55.57	20.69	2.69	8	6	....	4	1	6	13	24	5	1	....
Negro	11	53.10	20.95	2.53	....	....	1	3	2	....	3	1	1	....	....
Total native-born	79	55.23	20.73	2.66	8	6	1	7	3	6	16	25	6	1	....
Foreign-born:															
Bohemian and Moravian	4	(b)	(b)	(b)	....	....	....	1	....	2	....	1	....	....	....
Bulgarian	6	(b)	(b)	(b)	....	....	....	1	2	....	3	....	....	....	....
French	3	(b)	(b)	(b)	1	....	1	....	....	1	....	....	....	....	....
German	2	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	1	....
Italian (not specified)	106	52.36	19.93	2.63	6	12	13	8	9	12	13	16	17	2	....
Japanese	1	(b)	(b)	(b)	1	....	....	....	....	....	....	....	....	....	....
Mexican	84	28.73	13.64	2.11	21	20	7	8	9	10	5	4	....	....	....
Montenegrin	16	43.72	16.81	2.60	4	....	2	....	1	4	2	3	....	....	....
Scotch	2	(b)	(b)	(b)	....	....	....	1	....	....	....	....	1	....	....
Austrian (race not specified)	24	57.27	19.64	2.92	1	3	2	....	2	3	3	6	4	....	....
Total foreign-born	250	44.39	17.82	2.49	34	35	25	19	23	32	26	30	23	3	....
Grand total	329	46.99	18.52	2.54	42	41	26	26	26	38	42	55	29	4	....
Mechanics or engineers.															
Native-born:[a]															
White	22	80.39	23.52	3.42	....	1	2	....	....	2	3	2	6	2	4
Negro	1	(b)	(b)	(b)	....	....	....	....	....	....	....	1	....	....	....
Total native-born	23	80.28	23.64	3.40	....	1	2	....	....	2	3	3	6	2	4
Foreign-born:															
Bohemian and Moravian	1	(b)	(b)	(b)	....	....	....	....	....	....	....	1	....	....	....
English	3	(b)	(b)	(b)	....	....	....	....	....	....	....	....	1	....	2

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

[a] "Native-born" includes the native-born of native father and the native-born of foreign father.

[b] Not computed, owing to small number involved.

TABLE 184.—*Number of male employees in 2 New Mexico mines earning each specified amount (gross) in January, 1909, by occupation and general nativity and race*—Con.

Occupation and general nativity and race.	Number reporting complete data.	Average. Earnings during month.	Average. Days worked during month.	Average. Earnings per day.	Number earning each specified amount during the month. Under $10.	$10 and under $20.	$20 and under $30.	$30 and under $40.	$40 and under $50.	$50 and under $60.	$60 and under $70.	$70 and under $80.	$80 and under $100.	$100 and under $120.	$120 or over.
Mechanics or engineers—Con.															
Foreign-born—Continued.															
French	2	(a)	(a)	(a)								2			
German	1	(a)	(a)	(a)										1	
Italian (not specified)	2	(a)	(a)	(a)									2		
Montenegrin	1	(a)	(a)	(a)								1			
Scotch	1	(a)	(a)	(a)									1		
Austrian (race not specified)	1	(a)	(a)	(a)								1			
Total foreign-born	12	$87.96	27.15	$3.24								5	4	1	2
Grand total	35	82.91	24.85	3.34		1	2			2	3	8	10	3	6
Superintendents, bosses, or foremen.															
Native-born, White [b]	22	112.25	25.90	4.33					1			1	6	5	9
Foreign-born:															
French	2	(a)	(a)	(a)								1	1		
Italian (not specified)	2	(a)	(a)	(a)									1	1	
Japanese	1	(a)	(a)	(a)			1								
Scotch	1	(a)	(a)	(a)											1
Welsh	3	(a)	(a)	(a)											3
Austrian (race not specified)	2	(a)	(a)	(a)										2	
Total foreign-born	11	110.18	27.66	3.98			1					1	2	3	4
Grand total	33	111.56	26.49	4.21			1		1			2	8	8	13

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[a] Not computed, owing to small number involved.
[b] "Native-born" includes the native-born of native father and the native-born of foreign father.

WYOMING.

TABLE 185.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father:		Native-born of foreign father, by country of birth of father—Continued.	
White	76	Scotland	37
Negro	10	Sweden	6
Native-born of foreign father, by country of birth of father:		Wales	14
Austria-Hungary	18	Africa (country not specified)	1
Canada	4	Total	160
China	2	Total native-born	246
Denmark	4	Foreign-born, by race:	
England	45	Bohemian and Moravian	7
Finland	2	Canadian (other than French)	4
France	4	Chinese	23
Germany	6	Croatian	54
Ireland	14	Dalmatian	60
Italy	1	Danish	6
Netherlands	1	Dutch	5
Norway	1	English	91

Table 185.—*Total number of male employees for whom information was secured, by general nativity and race*—Continued.

General nativity and race.	Total number.
Foreign-born, by race—Continued.	
Finnish	96
French	18
German	24
Greek	46
Herzegovinian	1
Irish	14
Italian, North	96
Italian, South	13
Japanese	337
Korean	7
Lithuanian	6
Magyar	35
Montenegrin	36
Norwegian	4
Polish	33
Russian	4
Ruthenian	5
Scotch	81
Slovak	104
Slovenian	169
Spanish	2
Swedish	29
Welsh	24
Austrian (race not specified)	82
Total foreign-born	1,505
Grand total	1,751

Table 186.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	7			1	4		1		1	
Canadian (other than French)	4								2	2
Chinese	23								3	20
Croatian	54	2	3	6	10	9	22	1		1
Dalmatian	49	3	2	22	11	8	3			
Danish	6							1		5
Dutch	5				1		3		1	
English	91	4	7	7	4	3	3	1	8	54
Finnish	96	4	1	5	3	7	24	20	18	14
French	18	1	3	2			8	1	2	1
German	24		2		4	1	9	2	2	4
Greek	46		5	11	9	7	14			
Herzegovinian	1				1					
Irish	14			5	2	2	2			3
Italian, North	96		15	21	11	6	22	10	7	4
Italian, South	13		1	2	2	1	5	2		
Japanese	337		1	18	91	44	144	34	5	
Korean	7				1	2	4			
Lithuanian	6					1	4		1	
Magyar	35	1		1	2	5	9	6	9	2
Montenegrin	36		1	17	9	4	5			
Norwegian	4					1	1			2
Polish	33	3		3	8	5	7	4	2	1
Russian	4						1	1	2	
Ruthenian	5				1		1			3
Scotch	81	1	2	2	1	2	14	1	8	50
Slovak	104	2	2	10	3	6	29	18	13	21
Slovenian	169	16	3	22	24	20	68	10	5	1
Spanish	2						2			
Swedish	29	2	4		1	1	4	4	4	9
Welsh	24		1	2	1	1	1	1	1	16
Austrian (race not specified)	82	5	3	16	4	6	25	11	9	3
Total	1,505	44	56	173	208	142	435	128	103	216

TABLE 187.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group. 16 to 19. Single.	16 to 19. Married.	16 to 19. Widowed.	16 to 19. Total.	20 to 29. Single.	20 to 29. Married.	20 to 29. Widowed.	20 to 29. Total.	30 to 44. Single.	30 to 44. Married.	30 to 44. Widowed.	30 to 44. Total.	45 or over. Single.	45 or over. Married.	45 or over. Widowed.	45 or over. Total.	Total. Single.	Total. Married.	Total. Widowed.	Total. Total.
Native-born of native father:																					
White	75	5			5	13	9		22	9	24	1	34	1	11	2	14	28	44	3	75
Negro	10					1	1		2	1	4	3	8					2	5	3	10
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	16	8			8	6	2		8									14	2		16
Canada	3					1			1		2		2					1	2		3
China	2									1	1		2					1	1		2
Denmark	4	2			2					1	1		2					3	1		4
England	44	4			4	10	12	2	24	2	13	1	16					16	25	3	44
France	4					2	1		3		1		1					2	2		4
Germany	6	1			1	1	1		2		2		2		1		1	2	4		6
Ireland	14	1			1	4			4	3	4		7	1	1		2	9	5		14
Italy	1	1			1													1			1
Norway	1					1			1									1			1
Scotland	33	9			9	6	13		19	1	3		4		1		1	16	17		33
Sweden	6	2			2	3	1		4									5	1		6
Wales	14	2			2	5	3		8		2		2	1		1	2	8	5	1	14
Africa (country not specified)	1										1		1						1		1
Total	149	30			30	39	33	2	74	8	30	1	39	2	3	1	6	79	66	4	149
Total native-born	234	35			35	53	43	2	98	18	58	5	81	3	14	3	20	109	115	10	234
Foreign-born, by race:																					
Bohemian and Moravian	7	1			1	3			3		2		2		1		1	4	3		7
Canadian (other than French)	4									2	1		3	1			1	3	1		4
Chinese	23										1		1	11	11		22	11	12		23
Croatian	54	2			2	15	8		23	4	22		26	1	2		3	22	32		54
Dalmatian	49	2			2	27	5		32	4	6	1	11		4		4	33	15	1	49
Danish	6									1	2		3		2	1	3	1	4	1	6
Dutch	5	1			1		2		2	1	1		2					2	3		5
English	91	4			4	13	9	1	23	5	31	3	39	1	23	1	25	23	63	5	91
Finnish	94	3			3	12	18		30	9	39	2	50	2	7	2	11	26	64	4	94
French	18					6			6	1	9		10		2		2	7	11		18

TABLE 187.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Foreign-born, by race—Continued.																					
German	24	1	......	......	1	6	2	......	8	3	9	......	12	......	3	......	3	10	14	......	24
Greek	46	5	......	......	5	31	1	......	32	3	6	......	9	......	......	......	......	39	7	......	46
Herzegovinian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Irish	14	......	......	......	......	4	......	......	4	4	2	......	6	1	3	......	4	9	5	......	14
Italian, North	92	2	......	......	2	38	7	......	45	13	29	......	42	2	1	......	3	55	37	......	92
Italian, South	13	1	......	......	1	6	4	......	10	......	2	......	2	......	......	......	......	7	6	......	13
Japanese	337	4	......	......	4	96	18	4	118	102	91	11	204	1	9	1	11	203	118	16	337
Korean	7	......	......	......	......	2	2	......	4	2	1	......	3	......	......	......	......	4	3	......	7
Lithuanian	6	......	......	......	......	2	......	......	2	3	1	......	4	......	......	......	......	5	1	......	6
Magyar	35	1	......	......	1	6	2	......	8	7	15	......	22	1	3	......	4	15	20	......	35
Montenegrin	36	......	1	......	1	19	4	......	23	5	6	......	11	......	1	......	1	24	12	......	36
Norwegian	4	......	......	......	......	1	......	......	1	1	......	......	1	1	1	......	2	3	1	......	4
Polish	33	1	......	......	1	12	5	......	17	4	9	......	13	......	......	2	2	17	14	2	33
Russian	4	......	......	......	......	1	......	......	1	2	1	......	3	......	......	......	......	3	1	......	4
Ruthenian	5	......	......	......	......	1	......	......	1	......	4	......	4	......	......	......	......	1	4	......	5
Scotch	81	4	......	......	4	17	7	......	24	1	30	1	32	......	18	3	21	22	55	4	81
Slovak	104	9	......	......	9	15	22	......	37	5	36	3	44	2	12	......	14	31	70	3	104
Slovenian	167	11	......	......	11	56	17	1	74	20	49	2	71	......	11	......	11	87	77	3	167
Spanish	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
Swedish	29	2	......	......	2	5	2	......	7	9	6	......	15	......	5	......	5	16	13	......	29
Welsh	24	1	......	......	1	2	2	......	4	3	5	2	10	......	6	3	9	6	13	5	24
Austrian (race not specified)	82	6	......	......	6	27	8	1	36	14	21	1	36	......	4	......	4	47	33	2	82
Total foreign-born	1,497	61	1	......	62	425	145	7	577	229	437	26	692	24	129	13	166	739	712	46	1,497
Grand total	1,731	96	1	......	97	478	188	9	675	247	495	31	773	27	143	16	186	848	827	56	1,731

TABLE 188.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	3	3	....
Canadian (other than French)	1	1	....
Chinese	12	....	12
Croatian	32	6	26
Dalmatian	15	2	13
Danish	4	4	....
Dutch	3	3	....
English	62	59	3
Finnish	64	48	16
French	11	7	4
German	12	11	1
Greek	7	....	7
Irish	5	3	2
Italian, North	35	16	19
Italian, South	6	2	4
Japanese	117	9	108
Korean	3	....	3
Lithuanian	1	1	....
Magyar	20	12	8
Montenegrin	12	1	11
Norwegian	1	1	....
Polish	13	10	3
Russian	1	1	....
Ruthenian	4	3	1
Scotch	54	54	....
Slovak	67	50	17
Slovenian	76	47	29
Swedish	13	11	2
Welsh	13	13	....
Austrian (race not specified)	33	24	9
Total	700	402	298

TABLE 189.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	7	5	5	3	1	1	1	1
Chinese	23	5	....	....	....	....	23	5
Croatian	54	18	30	4	22	13	2	1
Dalmatian	49	12	46	11	3	1	....	....
Danish	6	6	....	....	....	....	6	6
Dutch	5	5	1	1	3	3	1	1
Finnish	96	55	20	7	24	10	52	38
French	16	4	6	....	6	1	4	3
German	24	21	7	6	9	7	8	8
Greek	46	24	32	12	14	12	....	....
Herzegovinian	1	1	1	1	....	....	....	....
Italian, North	95	47	52	12	22	17	21	18
Italian, South	13	8	6	2	5	4	2	2
Japanese	337	180	154	70	144	89	39	21
Korean	7	3	3	2	4	1	....	....

Table 189.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Lithuanian	6	5	1	1	4	3	1	1
Magyar	35	24	9	4	9	6	17	14
Montenegrin	36	17	31	13	5	4	....	....
Norwegian	4	4	1	1	1	1	2	2
Polish	33	17	19	8	7	4	7	5
Russian	4	4	....	....	1	1	3	3
Ruthenian	5	2	1	....	1	....	3	2
Slovak	103	61	22	6	29	17	52	38
Slovenian	169	51	85	17	68	26	16	8
Spanish	2	....	....	....	2	....	....	....
Swedish	29	22	8	2	4	3	17	17
Austrian (race not specified)	82	49	34	14	25	16	23	19
Total	1,287	650	574	197	413	240	300	213

Table 190.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	7	1	1
Chinese	23	....	....
Croatian	54	11	10
Dalmatian	49	10	9
Danish	6	6	6
Dutch	5	3	3
Finnish	96	31	27
French	16	4	4
German	24	16	13
Greek	46	14	7
Herzegovinian	1	....	....
Italian, North	95	17	7
Italian, South	13	2	1
Japanese	337	188	187
Korean	7	5	5
Lithuanian	6	5	3
Magyar	35	15	14
Montenegrin	36	5	5
Norwegian	4	4	4
Polish	33	7	7
Russian	4	....	....
Ruthenian	5	2	1
Slovak	103	28	22
Slovenian	169	43	40
Spanish	2	....	....
Swedish	29	20	17
Austrian (race not specified)	82	20	16
Total	1,287	457	409

TABLE 191.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who— Read native language.	Read and write native language.
Bohemian and Moravian	7	7	7
Chinese	23	20	20
Croatian	54	45	45
Dalmatian	49	27	27
Danish	6	6	6
Dutch	5	4	4
Finnish	96	96	96
French	16	15	15
German	24	20	20
Greek	46	41	41
Herzegovinian	1	1	1
Italian, North	95	95	95
Italian, South	13	11	11
Japanese	337	322	321
Korean	7	7	7
Lithuanian	6	6	6
Magyar	35	32	32
Montenegrin	36	31	31
Norwegian	4	4	4
Polish	33	29	26
Russian	4	3	3
Ruthenian	5	4	4
Slovak	108	69	67
Slovenian	169	152	148
Spanish	2	2	2
Swedish	29	28	28
Austrian (race not specified)	82	77	77
Total	1,287	1,174	1,164

TABLE 192.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	75	75	75
Negro	9	9	9
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	18	18	18
Canada	4	4	4
China	2	2	2
Denmark	4	4	4
England	45	44	44
Finland	2	2	2
France	4	4	4
Germany	6	6	6
Ireland	14	14	14
Italy	1	1	1
Netherlands	1	1	1
Norway	1	1	1
Scotland	37	37	37
Sweden	6	6	6
Wales	14	14	14
Africa (country not specified)	1	1	1
Total	160	159	159
Total native-born	244	243	243
Foreign-born, by race:			
Bohemian and Moravian	7	7	7
Canadian (other than French)	4	4	4
Chinese	23	20	20
Croatian	54	45	45
Dalmatian	49	27	27
Danish	6	6	6
Dutch	5	5	5
English	91	89	89
Finnish	96	96	96
French	16	16	16
German	24	24	24
Greek	46	41	41
Herzegovinian	1	1	1
Irish	14	14	14
Italian, North	95	95	95
Italian, South	13	11	11
Japanese	337	322	321
Korean	7	7	7
Lithuanian	6	6	6
Magyar	35	33	33
Montenegrin	36	31	31
Norwegian	4	4	4
Polish	33	29	26
Russian	4	3	3
Ruthenian	5	4	4
Scotch	81	81	81
Slovak	103	94	92
Slovenian	169	152	149
Spanish	2	2	2
Swedish	29	29	29
Welsh	24	22	22
Austrian (race not specified)	82	77	77
Total foreign-born	1,501	1,397	1,388
Grand total	1,745	1,640	1,631

TABLE 193.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Canadian (other than French)	3					2		1	3	2		1	3
Croatian	17	14	1		15		1	1	2	14	2	1	17
Dalmatian	2	2			2					2			2
Danish	2							2	2			2	2
Dutch	2	2			2					2			2
English	19	2	1		3	1		15	16	3	1	15	19
Finnish	43	11	6	1	18	8	4	13	25	19	10	14	43
French	9	5	2		7		2		2	5	4		9
German	12	5	3		8	1	1	2	4	6	4	2	12
Greek	4	4			4					4			4
Irish	3	2			2			1	1	2		1	3
Italian, North	27	9	3	1	13	3	1	10	14	12	4	11	27
Italian, South	1							1	1			1	1
Lithuanian	3	2		1	3					2		1	3
Magyar	17	6			6	4	1	6	11	10	1	6	17
Montenegrin	3	3			3					3			3
Norwegian	2		1		1			1	1		1	1	2
Polish	7	5			5		1	1	2	5	1	1	7
Russian	3	1			1	1		1	2	2		1	3
Ruthenian	1	1			1					1			1
Scotch	24	4	2	1	7		2	15	17	4	4	16	24
Slovak	32	6	2		8	10	2	12	24	16	4	12	32
Slovenian	59	29	21		50	3	3	3	9	32	24	3	59
Spanish	1	1			1					1			1
Swedish	12	1		1	2	1	1	8	10	2	1	9	12
Welsh	5	1			1			4	4	1		4	5
Austrian (race not specified)	26	11	4	3	18	1	1	6	8	12	5	9	26
Total	339	127	46	8	181	35	20	103	158	162	66	111	339

Table 194.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.*[a]

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.							
		Under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:									
White	72				4	10	35	11	12
Negro	10				2	1	4	2	1
Native-born of foreign father, by country of birth of father:									
Austria-Hungary	13				1	3	8	1	
Canada	3					1	1	1	
China	2						2		
Denmark	3					2	1		
England	42					9	28	2	3
France	4					2	1	1	
Germany	5						5		
Ireland	14					3	5	2	4
Norway	1						1		
Scotland	30				1	6	18	3	2
Sweden	5					1	2		2
Wales	14				3	3	7		1
Africa (country not specified)	1						1		
Total	137				5	30	80	10	12
Total native-born	219				11	41	119	23	25
Foreign-born, by race:									
Bohemian and Moravian	7		1		1	2	3		
Canadian (other than French)	4						3		1
Chinese	23				3	4	16		
Croatian	54				4	13	30	3	4
Dalmatian	49				4	5	30	5	5
Danish	6					3	3		
Dutch	5		1			1	3		
English	86				1	14	48	12	11
Finnish	95		2	1	5	25	48	12	2
French	18			1	2	4	8	3	
German	23			1	4	4	9	3	2
Greek	46				7	22	16		1
Herzegovinian	1						1		
Irish	14					4	7	2	1
Italian, North	96			2	5	20	52	10	7
Italian, South	13				3	3	5	1	1
Japanese	335		1	5	15	101	129	6	78
Korean	7			1		2	4		
Lithuanian	6					3	1	2	
Magyar	34					9	14	11	
Montenegrin	36					3	31	1	1
Norwegian	4					1	1	2	
Polish	32				1	9	18	4	
Russian	4						4		
Ruthenian	5				1	2	1	1	
Scotch	77				1	8	41	8	19
Slovak	100		2	1	10	21	49	17	
Slovenian	166			1	16	29	86	21	13
Spanish	2						2		
Swedish	28					9	13	4	2
Welsh	24				1	3	13	4	3
Austrian (race not specified)	82			4	1	21	45	8	3
Total foreign-born	1,484		7	17	85	345	735	141	154
Grand total	1,703		7	17	96	386	854	164	179

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[a] This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 195.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	4						3	1			
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	5					1	3		1		
Canada	1							1			
Denmark	1						1				
England	3						1	2			
Finland	2		1				1				
Germany	1					1					
Italy	1				1						
Netherlands	1						1				
Scotland	7		1				3	1	2		
Sweden	1							1			
Total	23		2		1	2	10	5	3		
Total native-born	27		2		1	2	13	6	3		
Foreign-born, by race:											
English	3						1		2		
Finnish	1						1				
German	1						1				
Japanese	2							1	1		
Magyar	1							1			
Polish	1								1		
Scotch	4				1		1	2			
Slovak	4				1		1	1		1	
Slovenian	3						1		2		
Swedish	1							1			
Total foreign-born	21				2		6	6	6	1	
Grand total	48		2		3	2	19	12	9	1	

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

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Table 196.—*Total number of male employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of native father:		Native-born of foreign father, by country of birth of father—Continued.	
White	155	Russia	2
Negro	39	Scotland	24
Native-born of foreign father, by country of birth of father:		Sweden	2
Austria-Hungary	16	Switzerland	3
Belgium	1	Wales	44
Canada	3	Total	206
Denmark	3	Total native-born	400
England	67	Foreign-born, by race:	
Finland	2	Bohemian and Moravian	8
France	3	Canadian, French	2
Germany	13	Canadian, Other	36
Ireland	15	Croatian	236
Italy	10		

TABLE 196.—*Total number of male employees for whom information was secured, by general nativity and race*—Continued.

General nativity and race.	Total number.	General nativity and race.	Total number.
Foreign-born, by race—Continued.		Foreign-born, by race—Continued.	
Dalmatian	15	Russian	41
Danish	9	Ruthenian	4
Dutch	7	Scotch	39
English	225	Servian	13
Finnish	129	Slovak	24
French	23	Slovenian	135
German	75	Spanish	1
Herzegovinian	4	Swedish	17
Irish	9	Syrian	2
Italian, North	525	Welsh	119
Italian, South	41	Austrian (race not specified)	50
Korean	5	Belgian (race not specified)	3
Lithuanian	55	Total foreign-born	2,151
Magyar	3	Grand total	2,551
Montenegrin	130		
Norwegian	10		
Polish	80		
Portuguese	1		
Roumanian	3		

TABLE 197.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	8			1			4		2	1
Canadian, French	2								1	1
Canadian, Other	36	1	3	3	2		4	6	4	13
Croatian	308	4	10	31	39	23	143	32	20	6
Dalmatian	15			1	3	2	7	1		1
Danish	9								3	6
Dutch	7		1				3		1	2
English	223	13	27	30	16	12	21	9	9	86
Finnish	129	2	5	10	13	11	30	16	26	16
French	23	4		1	3		9	2	2	3
German	75		3	4	3	5	21	3	6	31
Herzegovinian	4		1		1	1		1		
Irish	9		1				1			7
Italian, North	525	10	36	66	85	67	166	47	28	20
Italian, South	41		4	4	5	4	18		4	2
Korean	5				2		3			
Lithuanian	55			2	3		25	6	7	10
Magyar	3			1	2					
Montenegrin	130		4	44	41	26	14	1		
Norwegian	10		1	1		3		1		4
Polish	80			7	9	6	24	12	15	7
Portuguese	1									1
Roumanian	3			1	2					
Russian	41			2	3	3	18	9	2	4
Ruthenian	4		1				1	1		1
Scotch	39	2	1	2	2		6	2	1	23
Servian	13		1	3	3	1	2	1	2	
Slovak	24		1	1	1		5	6	5	5
Slovenian	135	2	4	13	17	6	45	14	14	20
Spanish	1						1			
Swedish	17		4				2	2	3	6
Syrian	2				2					
Welsh	119	3	8	10	6	5	9	4	5	69
Austrian (race not specified)	50		4	3	3	2	11	9	7	11
Belgian (race not specified)	3						2		1	
Total	2,149	41	120	243	264	177	594	187	168	346

TABLE 198.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	153	17			17	34	18	1	53	15	40	1	56		22	5	27	66	80	7	153
Negro	39	2			2	5	4		9	6	8	1	15	4	8	1	13	17	20	2	39
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	15	8			8	4	1		5					1	1		2	13	2		15
Belgium	1	1			1													1			1
Canada	3	1			1	1	1		2									2	1		3
Denmark	3	1			1	1			1		1		1					2	1		3
England	65	16			16	16	13		29	2	8	1	11	3	5	1	9	37	26	2	65
Finland	1	1			1													1			1
France	2	1			1						1		1					1	1		2
Germany	13	2			2	1	2		3	2	5	1	8					5	7	1	13
Ireland	15					1	2		3	1	5		6		5	1	6	2	12	1	15
Italy	9	5			5	3			3		1		1					8	1		9
Russia	2	1			1	1			1									2			2
Scotland	24	3			3	8	8		16	2	2		4		1		1	13	11		24
Sweden	2					1	1		2									1	1		2
Switzerland	3					1	1		2		1		1					1	2		3
Wales	43	7			7	12	9	2	23	5	7		12		1		1	24	17	2	43
Total	201	47			47	50	38	2	90	12	31	2	45	4	13	2	19	113	82	6	201
Total native-born	393	66			66	89	60	3	152	33	79	4	116	8	43	8	59	196	182	15	393
Foreign-born, by race:																					
Bohemian and Moravian	8					3			3		4		4	1			1	4	4		8
Canadian, French	2						1		1						1		1		2		2
Canadian, Other	35	5			5	5	3		8	1	13	3	17	1	3	1	5	12	19	4	35
Croatian	308	18			18	91	46		137	13	122		135	1	16	1	18	123	184	1	308
Dalmatian	15					5			5	4	5		9		1		1	9	6		15
Danish	9						2		2	1	2		3		3	1	4	1	7	1	9
Dutch	7	3			3					1	1		2		1	1	2	4	2	1	7
English	222	10			10	33	25		58	19	70	5	94	6	50	4	60	68	145	9	222
Finnish	128	4			4	37	22		59	12	40	1	53	3	8	1	12	56	70	2	128
French	23	2			2	5	1		6	1	10	1	12	1	2		3	9	13	1	23

TABLE 198.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Foreign-born, by race—Continued.																					
German	75	2			2	11	5		16	12	22	1	35	3	18	1	22	28	45	2	75
Herzegovinian	4	1			1	1	1		2		1		1					2	2		4
Irish	9					1			1		4		4	1	2	1	4	2	6	1	9
Italian, North	524	25			25	188	59	1	248	73	145	5	223	5	21	2	28	291	225	8	524
Italian, South	41	1			1	15	2	2	19	7	10		17		4		4	23	16	2	41
Korean	5					3			3	2			2					5			5
Lithuanian	55	2			2	16	6		22	9	16	1	26		5		5	27	27	1	55
Magyar	3					2			2		1		1					2	1		3
Montenegrin	130	4			4	76	15	1	92	10	23		33		1		1	90	39	1	130
Norwegian	10	1			1	2			2	1	3		4		3		3	4	6		10
Polish	80	2			2	25	5		30	9	29		38	2	7	1	10	38	41	1	80
Portuguese	1										1		1						1		1
Roumanian	3					1	1		2	1			1					2	1		3
Russian	41					14	4		18	8	12	1	21	1	1		2	23	17	1	41
Ruthenian	4					2			2		2		2					2	2		4
Scotch	39	2			2	7	3		10	4	13	1	18	1	8		9	14	24	1	39
Servian	13	1			1	5	1		6	3	2		5	1			1	10	3		13
Slovak	24					8	1		9	3	12		15					11	13		24
Slovenian	135	6	1		7	33	15		48	12	46	1	59	3	18		21	54	80	1	135
Spanish	1					1			1									1			1
Swedish	17					4	1		5	5	4		9	2	1		3	11	6		17
Syrian	2									1	1		2					1	1		2
Welsh	119					23	8		31	13	25	1	39	12	32	5	49	48	65	6	119
Austrian (race not specified)	50	2			2	7	11		18	8	14		22		6	2	8	17	31	2	50
Belgian (race not specified)	3										2		2		1		1		3		3
Total foreign-born	2,145	91	1		92	624	238	4	866	233	655	21	909	44	213	21	278	992	1,107	46	2,145
Grand total	2,538	157	1		158	713	298	7	1,018	266	734	25	1,025	52	256	29	337	1,188	1,289	61	2,538

Table 199.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Bohemian and Moravian	4	3	1
Canadian, French	2	2	......
Canadian, Other	19	17	2
Croatian	184	101	83
Dalmatian	6	3	3
Danish	7	7	......
Dutch	2	2	......
English	143	126	17
Finnish	70	56	14
French	13	13	......
German	45	34	11
Herzegovinian	2	2	......
Irish	6	6	......
Italian, North	225	167	58
Italian, South	16	12	4
Lithuanian	27	24	3
Magyar	1	......	1
Montenegrin	39	10	29
Norwegian	6	4	2
Polish	41	37	4
Portuguese	1	1	......
Roumanian	1	1	......
Russian	17	14	3
Ruthenian	2	2	......
Scotch	24	24	......
Servian	3	......	3
Slovak	13	11	2
Slovenian	80	65	15
Swedish	6	6	......
Syrian	1	1	......
Welsh	65	57	8
Austrian (race not specified)	31	25	6
Belgian (race not specified)	3	3	......
Total	1,105	836	269

Table 200.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	8	7	1	1	4	4	3	2
Canadian, French	2	2	......	......	......	......	2	2
Croatian	308	232	107	61	143	114	58	57
Dalmatian	15	13	6	4	7	7	2	2
Danish	9	9	......	......	......	......	9	9
Dutch	7	7	1	1	3	3	3	3
Finnish	130	115	41	31	30	29	59	55
French	23	21	7	5	9	9	7	7
German	75	72	14	12	21	20	40	40
Herzegovinian	4	3	3	2	......	......	1	1
Italian, North	522	360	255	125	164	134	103	101
Italian, South	41	29	17	8	18	15	6	6
Korean	5	4	2	1	3	3	......	......
Lithuanian	54	46	5	......	25	23	24	23
Magyar	3	3	3	3	......	......	......	......

Table 200.—*Ability to speak English of foreign-born male employees, by years in the United States and race*—Continued.

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Montenegrin	130	80	115	66	14	13	1	1
Norwegian	10	9	5	4			5	5
Polish	79	70	22	17	23	20	34	33
Portuguese	1	1					1	1
Roumanian	3	3	3	3				
Russian	41	37	8	5	18	17	15	15
Ruthenian	4	3	1		1	1	2	2
Servian	13	9	8	4	2	2	3	3
Slovak	24	23	3	2	5	5	16	16
Slovenian	135	113	42	29	45	37	48	47
Spanish	1	1			1	1		
Swedish	17	17	4	4	2	2	11	11
Syrian	2	2	2	2				
Austrian (race not specified)	49	47	11	9	11	11	27	27
Belgian (race not specified)	3	3			2	2	1	1
Total	1,717	1,340	686	399	551	472	480	469

Table 201.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Bohemian and Moravian	8	7	7
Canadian, French	2	1	1
Croatian	308	63	50
Dalmatian	15	4	4
Danish	9	9	9
Dutch	7	5	5
Finnish	129	50	50
French	23	6	5
German	75	57	50
Herzegovinian	4		
Italian, North	522	136	97
Italian, South	41	15	14
Korean	5	1	
Lithuanian	54	31	29
Magyar	3	1	1
Montenegrin	130	29	29
Norwegian	10	5	7
Polish	79	26	22
Portuguese	1	1	1
Roumanian	3	1	
Russian	41	23	19
Ruthenian	4	1	1
Servian	13	2	2
Slovak	24	10	8
Slovenian	135	55	47
Spanish	1	1	1
Swedish	17	13	12
Syrian	2	1	1
Austrian (race not specified)	49	18	12
Belgian (race not specified)	3		
Total	1,717	584	484

TABLE 202.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read native language.	Number who— Read and write native language.
Bohemian and Moravian	8	8	8
Canadian, French	2	1	1
Croatian	308	269	269
Dalmatian	15	13	12
Danish	9	9	8
Dutch	7	3	3
Finnish	129	126	125
French	23	21	21
German	75	68	68
Herzegovinian	4	2	2
Italian, North	522	493	492
Italian, South	41	38	38
Korean	5	5	5
Lithuanian	54	49	47
Magyar	3	3	3
Montenegrin	130	109	107
Norwegian	10	10	10
Polish	79	65	63
Portuguese	1	....	....
Roumanian	3	3	3
Russian	41	35	34
Ruthenian	4	4	4
Servian	13	12	12
Slovak	24	17	17
Slovenian	135	124	121
Spanish	1	1	1
Swedish	17	17	17
Syrian	2	2	2
Austrian (race not specified)	40	39	37
Belgian (race not specified)	3	3	3
Total	1,717	1,549	1,533

Table 203.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	147	147	147
Negro	27	22	21
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	15	14	14
Belgium	1	1	1
Canada	3	3	3
Denmark	3	3	3
England	64	64	63
Finland	2	2	2
France	2	2	2
Germany	13	13	13
Ireland	15	15	15
Italy	10	10	10
Russia	2	2	2
Scotland	20	20	20
Sweden	2	2	2
Switzerland	3	3	3
Wales	42	42	42
Total	197	196	195
Total native-born	371	365	363
Foreign-born, by race:			
Bohemian and Moravian	8	8	8
Canadian, French	2	2	2
Canadian, Other	36	36	36
Croatian	308	271	269
Dalmatian	15	13	12
Danish	9	9	9
Dutch	7	6	6
English	223	221	220
Finnish	129	129	129
French	23	22	22
German	75	74	74
Herzegovinian	4	2	2
Irish	9	8	8
Italian, North	522	500	499
Italian, South	41	39	39
Korean	5	5	5
Lithuanian	54	49	47
Magyar	3	3	3
Montenegrin	130	109	107
Norwegian	10	10	10
Polish	79	66	65
Portuguese	1	1	1
Roumanian	3	3	3
Russian	41	36	36
Ruthenian	4	4	4
Scotch	38	38	38
Servian	13	12	12
Slovak	24	18	18
Slovenian	135	126	124
Spanish	1	1	1
Swedish	17	17	17
Syrian	2	2	2
Welsh	119	116	116
Austrian (race not specified)	49	40	38
Belgian (race not specified)	3	3	3
Total foreign-born	2,142	1,999	1,985
Grand total	2,513	2,364	2,348

TABLE 204.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	4	.....	2	.....	2	.....	1	1	2	.....	3	1	4
Canadian, French	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Canadian, Other	9	2	.....	.....	2	2	2	3	7	4	2	3	9
Croatian	113	54	17	10	81	5	8	19	32	59	25	29	113
Dalmatian	8	5	1	.....	6	1	.....	1	2	6	1	1	8
Danish	4	.....	.....	.....	.....	.....	1	3	4	.....	1	3	4
Dutch	3	.....	.....	.....	.....	1	1	1	3	1	1	1	3
English	47	5	8	.....	13	3	4	27	34	8	12	27	47
Finnish	36	9	8	.....	17	4	5	10	19	13	13	10	36
French	10	3	2	2	7	2	1	.....	3	5	3	2	10
German	36	5	9	2	16	1	4	15	20	6	13	17	36
Herzegovinian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Irish	2	.....	.....	.....	.....	.....	.....	2	2	.....	.....	2	2
Italian, North	181	70	30	15	115	6	16	44	66	76	46	59	181
Italian, South	17	11	3	.....	14	2	.....	1	3	13	3	1	17
Lithuanian	17	6	4	.....	10	1	.....	6	7	7	4	6	17
Montenegrin	7	5	1	.....	6	.....	1	.....	1	5	2	.....	7
Norwegian	4	.....	.....	.....	.....	1	2	1	4	1	2	1	4
Polish	36	10	3	2	15	8	4	9	21	18	7	11	36
Russian	15	7	.....	3	10	4	.....	1	5	11	.....	4	15
Scotch	10	1	4	.....	5	.....	.....	5	5	1	4	5	10
Servian	5	2	.....	.....	2	1	.....	2	3	3	.....	2	5
Slovak	6	1	.....	1	2	3	.....	1	4	4	.....	2	6
Slovenian	57	16	11	3	30	9	2	16	27	25	13	19	57
Spanish	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Swedish	7	.....	2	.....	2	1	.....	4	5	1	2	4	7
Welsh	42	3	3	.....	6	5	3	28	36	8	6	28	42
Austrian (race not specified)	21	4	3	1	8	1	3	9	13	5	6	10	21
Belgian (race not specified)	3	2	.....	.....	2	.....	.....	1	1	2	.....	1	3
Total	708	222	111	39	372	61	58	212	331	283	169	251	708

TABLE 205.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.							
		Under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:									
White	142	.....	.....	2	5	22	57	50	6
Negro	39	.....	.....	.....	.....	2	8	29	.....
Native-born of foreign father, by country of birth of father:									
Austria-Hungary	9	.....	.....	1	2	1	3	2	.....
Canada	3	.....	.....	.....	1	1	1	.....	.....
Denmark	1	.....	.....	.....	.....	.....	1	.....	.....
England	61	.....	.....	.....	4	16	31	8	2
France	1	.....	.....	.....	.....	.....	.....	1	.....

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 205.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.							
		Under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of foreign father, by country of birth of father—Cont'd.									
Germany	13	....	....	....	2	2	4	4	1
Ireland	14	....	....	....	....	3	11	....	....
Italy	8	....	1	1	....	1	2	3	....
Russia	1	....	....	....	....	....	1	....	....
Scotland	21	....	....	1	....	6	10	4	....
Sweden	2	....	....	....	....	....	2	....	....
Switzerland	3	....	....	....	1	....	1	1	....
Wales	38	....	....	....	2	4	27	3	2
Total	175	....	1	3	12	34	94	26	5
Total native-born	356	....	1	5	17	58	159	105	11
Foreign-born, by race:									
Bohemian and Moravian	8	....	....	....	....	1	3	4	....
Canadian, French	2	....	....	....	....	....	1	1	....
Canadian, Other	31	....	....	....	1	4	16	9	1
Croatian	305	....	1	....	2	1	7	294	....
Dalmatian	14	....	....	....	....	1	....	13	....
Danish	8	....	....	....	....	2	5	1	....
Dutch	5	....	....	....	....	....	2	3	....
English	204	....	....	4	9	30	46	112	3
Finnish	109	....	....	....	2	13	22	70	2
French	13	....	....	....	....	....	2	11	....
German	72	....	....	....	4	6	14	48	....
Herzegovinian	4	....	....	....	1	....	....	3	....
Irish	9	....	....	....	....	....	1	8	....
Italian, North	504	....	....	2	9	34	116	339	4
Italian, South	39	....	....	....	5	9	6	19	....
Korean	5	....	....	....	....	....	....	5	....
Lithuanian	54	....	....	....	....	4	11	39	....
Magyar	3	....	....	....	....	1	1	1	....
Montenegrin	129	....	....	....	....	....	7	122	....
Norwegian	10	....	....	....	1	3	5	1	....
Polish	80	....	1	1	6	5	12	52	3
Portuguese	1	....	....	....	....	....	1	....	....
Roumanian	2	....	....	....	....	....	....	2	....
Russian	38	....	....	....	1	4	4	29	....
Ruthenian	4	....	....	....	....	....	1	3	....
Scotch	36	....	....	2	1	6	13	13	1
Servian	13	....	....	....	5	1	....	7	....
Slovak	23	....	1	....	1	4	5	11	1
Slovenian	134	....	....	2	1	20	20	88	3
Spanish	1	....	....	....	....	....	1	....	....
Swedish	16	....	....	1	....	6	2	7	....
Syrian	2	....	....	....	....	....	....	2	....
Welsh	86	....	....	....	3	11	42	22	8
Austrian (race not specified)	37	....	....	....	2	4	5	24	2
Belgian (race not specified)	2	....	....	....	....	....	....	2	....
Total foreign-born	2,003	....	3	12	54	170	371	1,365	28
Grand total	2,359	....	4	17	71	228	530	1,470	39

Table 206.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified rate per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	6	......	......	......	......	1	3	......	1	1	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	6	......	......	......	......	1	2	......	......	3	......
Denmark	1	......	......	......	......	......	......	1	......	......	......
England	6	......	......	1	......	2	1	2	......	......	......
Finland	2	......	......	......	1	......	1	......	......	......	......
France	1	......	......	......	......	......	1	......	......	......	......
Italy	2	......	......	......	......	......	1	......	......	1	......
Russia	1	......	......	......	......	......	......	......	......	1	......
Wales	2	......	......	......	......	1	......	1	......	......	......
Total	21	......	......	1	1	4	6	4	......	5	......
Total native-born	27	......	......	1	1	5	9	4	1	6	......
Foreign-born, by race:											
Canadian (other than French)	3	......	......	......	......	1	......	1	......	1	......
Croatian	2	......	......	......	......	......	......	......	......	2	......
Dutch	2	......	......	......	1	......	......	......	......	1	......
English	9	......	1	......	2	2	1	......	1	2	......
Finnish	2	......	......	......	......	......	1	......	1	......	......
German	1	......	......	......	......	......	1	......	......	......	......
Italian, North	6	......	......	......	......	......	1	2	......	3	......
Lithuanian	1	......	......	......	......	......	......	......	......	1	......
Montenegrin	1	......	......	......	......	......	......	......	......	1	......
Scotch	1	......	......	......	......	......	1	......	......	......	......
Total foreign-born	28	......	1	......	3	3	5	3	2	11	......
Grand total	55	......	1	1	4	8	14	7	3	17	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

SUMMARY.

Table 207.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Armenian	1	......	......	1	......	......	......	......	......	......
Bohemian and Moravian	55	1	4	11	20	4	9	2	3	1
Bosnian	1	......	......	......	......	......	1	......	......	......
Bulgarian	4	......	......	1	......	......	2	1	......	......
Canadian, French	2	......	......	......	......	......	......	......	1	1
Canadian, Other	53	1	4	3	2	1	8	6	6	22
Chinese	23	......	......	......	......	......	......	......	3	20
Croatian	419	7	13	46	52	34	190	36	27	12
Dalmatian	68	3	2	24	14	11	10	1	......	3
Danish	17	......	......	......	......	......	......	1	4	12
Dutch	12	......	1	......	1	......	6	......	2	2

Table 207.—*Number of foreign-born male employees in the United States each specified number of years, by race*—Continued.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
English	419	18	35	39	21	17	30	11	28	220
Finnish	225	6	6	15	16	18	54	36	44	30
French	64	5	3	6	2	......	21	3	7	17
German	159	5	8	11	10	8	38	9	12	58
Greek	66	2	9	18	13	7	17	......	......	......
Herzegovinian	6	......	1	1	2	1	......	1	......	......
Irish	36	......	2	5	2	2	5	1	3	16
Italian, North	1,183	26	97	194	150	98	352	117	78	71
Italian, South	478	18	28	70	57	45	142	59	39	20
Italian (not specified)	3	......	......	......	1	1	1	......	......	......
Japanese	403	......	2	21	98	56	185	36	5	......
Korean	13	......	......	......	4	2	7	......	......	......
Lithuanian	65	......	......	2	3	1	30	10	8	11
Magyar	89	2	4	6	16	10	25	10	11	5
Mexican	41	1	......	9	3	2	14	6	1	5
Montenegrin	193	......	10	67	62	31	22	1	......	......
Norwegian	14	......	1	1	......	4	1	1	......	6
Polish	247	10	18	35	47	22	60	24	21	10
Portuguese	1	......	......	......	......	......	......	......	......	1
Roumanian	4	......	1	1	2	......	......	......	......	......
Russian	64	......	4	9	6	4	20	10	6	5
Ruthenian	15	......	2	......	2	......	2	2	2	5
Scotch	168	3	5	4	6	3	24	3	15	105
Scotch-Irish	1	......	1	......	......	......	......	......	......	......
Servian	19	1	1	4	4	1	4	1	3	......
Slovak	215	3	6	17	8	11	57	29	27	57
Slovenian	482	25	19	69	74	43	162	33	33	24
Spanish	6	......	1	......	......	1	4	......	......	......
Swedish	55	2	8	......	1	1	7	8	9	19
Syrian	2	......	......	......	2	......	......	......	......	......
Turkish	1	......	......	......	......	1	......	......	......	......
Welsh	216	4	12	22	9	10	16	6	7	130
Austrian (race not specified)	143	5	7	22	7	9	41	22	16	14
Belgian (race not specified)	3	......	......	......	......	......	2	......	1	......
Swiss (race not specified)	1	......	......	......	......	......	1	......	......	......
Total	5,755	148	315	734	717	409	1,570	488	422	903

TABLE 208.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	727	69	4	......	73	124	122	5	251	50	213	14	277	6	99	21	126	249	438	40	727
Negro	131	5	......	......	5	16	8	1	25	13	46	11	70	6	18	7	31	40	73	19	131
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	46	20	......	......	20	18	4	......	22	1	1	......	2	1	1	......	2	40	6	......	46
Belgium	3	1	......	......	1	......	1	......	1	......	1	......	1	......	......	......	......	1	2	......	3
Canada	7	1	......	......	1	2	2	......	4	......	2	......	2	......	......	......	......	3	4	......	7
China	2	......	......	......	......	......	......	......	......	1	1	......	2	......	......	......	......	1	1	......	2
Denmark	8	3	......	......	3	1	......	......	1	2	2	......	4	......	......	......	......	6	2	......	8
England	165	25	......	......	25	44	33	2	79	9	38	2	49	3	8	1	12	81	79	5	165
Finland	1	1	......	......	1	......	......	......	......	......	......	......	......	......	......	......	......	1	......	......	1
France	8	1	......	......	1	2	1	......	3	1	3	......	4	......	......	......	......	4	4	......	8
Germany	54	10	......	......	10	10	7	......	17	5	14	2	21	......	6	......	6	25	27	2	54
Ireland	51	2	......	......	2	9	5	......	14	5	15	1	21	1	11	2	14	17	31	3	51
Italy	34	17	......	......	17	12	3	......	15	1	1	......	2	......	......	......	......	30	4	......	34
Mexico	4	......	......	......	......	2	......	......	2	......	2	......	2	......	......	......	......	2	2	......	4
Norway	2	......	......	......	......	1	......	......	1	......	1	......	1	......	......	......	......	1	1	......	2
Russia	5	3	......	......	3	1	......	......	1	......	1	......	1	......	......	......	......	4	1	......	5
Scotland	88	19	......	......	19	22	27	......	49	6	9	......	15	1	4	......	5	48	40	......	88
Sweden	11	2	......	......	2	5	3	......	8	......	1	......	1	......	......	......	......	7	4	......	11
Switzerland	3	......	......	......	......	1	1	......	2	......	1	......	1	......	......	......	......	1	2	......	3
Wales	85	14	......	......	14	26	14	2	42	9	17	......	26	1	1	1	3	50	32	3	85
Africa (country not specified)	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Total	578	119	......	......	119	156	101	4	261	40	111	5	156	7	31	4	42	322	243	13	578
Total native-born	1,436	193	4	......	197	296	231	10	537	103	370	30	503	19	148	32	199	611	753	72	1,436

TABLE 208.—*Conjugal condition of male employees, by age groups and general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Foreign-born, by race:																					
Armenian	1					1			1									1			1
Bohemian and Moravian	55	4			4	11	2		13	2	31	1	34	1	3		4	18	36	1	55
Bosnian	1									1			1					1			1
Bulgarian	4	1			1	1	1		2		1		1					2	2		4
Canadian, French	2						1		1						1		1		2		2
Canadian, Other	52	5			5	6	6		12	4	17	3	24	3	7	1	11	18	30	4	52
Chinese	23										1		1	11	11		22	11	12		23
Croatian	418	22			22	119	61		180	23	163	2	188	3	24	1	28	167	248	3	418
Dalmatian	68	2			2	33	5		38	9	12	2	23		5		5	44	22	2	68
Danish	17						2		2	3	4		7		6	2	8	3	12	2	17
Dutch	12	4			4		2		2	2	2		4		1	1	2	6	5	1	12
English	418	14			14	55	40	1	96	32	132	11	175	10	115	8	133	111	287	20	418
Finnish	222	7			7	49	40		89	21	79	3	103	5	15	3	23	82	[illegible]	6	222
French	64	2			2	17	3		20	4	25	2	31	2	8	1	11	25	[illegible]	3	64
German	159	5			5	28	9		37	24	43	3	70	6	40	1	47	63	[illegible]	4	159
Greek	66	7			7	39	3		42	8	9		17					54	12		66
Herzegovinian	6	1			1	2	1		3	1	1		2					4	2		6
Irish	36					7			7	7	7		14	4	9	2	15	18	16	2	36
Italian, North	1,173	64	1		65	383	131	2	516	143	349	13	505	15	67	5	87	605	548	20	1,173
Italian, South	473	37	1		38	102	69	3	174	24	184	3	211	3	45	2	50	166	299	8	473
Italian (not specified)	3	1			1	1	1		2									2	1		3
Japanese	403	8			8	123	20	4	147	118	107	11	236	1	10	1	12	250	137	16	403
Korean	13					5	2		7	5	1		6					10	3		13
Lithuanian	65	2			2	18	6		24	15	18	1	34		5		5	35	29	1	65
Magyar	89	2			2	18	11	1	30	11	34	3	48	1	7	1	9	32	52	5	89
Mexican	41					16	6	1	23	6	9		15		3		3	22	18	1	41
Montenegrin	193	4	1		5	116	20	1	137	17	32		49		2		2	137	55	1	193
Norwegian	14	1			1	3			3	2	3		5	1	4		5	7	7		14
Polish	247	8			8	71	30		101	23	95		118	3	14	3	20	105	139	3	247
Portuguese	1										1		1						1		1
Roumanian	4					2	1		3	1			1					3	1		4

Russian	64	......	......	......	......	27	5	......	32	12	15	1	28	1	3	......	4	40	23	1	64
Ruthenian	15	......	......	......	......	4	2	......	6	1	7	......	8	1	......	......	1	6	9	......	15
Scotch	168	10	......	......	10	28	14	......	42	6	58	2	66	2	43	5	50	46	115	7	168
Scotch-Irish	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Servian	19	1	......	......	1	6	3	......	9	4	4	......	8	1	......	......	1	12	7	......	19
Slovak	215	13	......	......	13	37	31	......	68	15	79	4	98	4	30	2	36	69	140	6	215
Slovenian	478	25	1	......	26	162	43	1	206	55	149	3	207	5	34	......	39	247	227	4	478
Spanish	6	1	......	......	1	3	1	......	4	1	......	......	1	......	......	......	......	5	1	......	6
Swedish	55	2	......	......	2	10	4	1	15	16	12	......	28	3	7	......	10	31	23	1	55
Syrian	2	......	......	......	......	......	......	......	......	1	1	......	2	......	......	......	......	1	1	......	2
Turkish	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Welsh	216	2	......	......	2	32	15	......	47	26	46	4	76	14	62	15	91	74	125	19	216
Austrian (race not specified)	143	8	......	......	8	40	22	1	63	23	36	1	60	......	10	2	12	71	68	4	143
Belgian (race not specified)	3	......	......	......	......	......	......	......	......	......	2	......	2	......	1	......	1	......	3	......	3
Swiss (race not specified)	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Total foreign-born	5,730	263	4	......	267	1,577	613	16	2,206	667	1,709	73	2,809	100	502	86	748	2,607	2,[illegible]	146	5,730
Grand total	7,166	456	8	......	464	1,873	844	26	2,743	770	2,139	103	3,012	119	740	88	947	3,218	3,[illegible]	217	7,166

Table 209.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bohemian and Moravian	36	28	8
Bulgarian	2	2	
Canadian, French	2	2	
Canadian, Other	30	27	3
Chinese	12		12
Croatian	248	129	119
Dalmatian	22	6	16
Danish	12	12	
Dutch	5	5	
English	284	263	21
Finnish	134	104	30
French	36	31	5
German	90	77	13
Greek	12		12
Herzegovinian	2	2	
Irish	16	14	2
Italian, North	546	238	308
Italian, South	299	169	130
Italian (not specified)	1	1	
Japanese	136	10	126
Korean	3		3
Lithuanian	29	26	3
Magyar	52	31	21
Mexican	18	12	6
Montenegrin	55	12	43
Norwegian	7	5	2
Polish	138	95	43
Portuguese	1	1	
Roumanian	1	1	
Russian	23	19	4
Ruthenian	9	8	1
Scotch	114	113	1
Servian	7	1	6
Slovak	137	105	32
Slovenian	226	156	70
Spanish	1	1	
Swedish	23	21	2
Syrian	1	1	
Welsh	123	111	12
Austrian (race not specified)	68	52	16
Belgian (race not specified)	3	3	
Total	2,964	1,994	970

Table 210.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Armenian	1		1					
Bohemian and Moravian	54	31	39	18	9	8	6	5
Bosnian	1	1			1	1		
Bulgarian	4	2	1		2	1	1	1
Canadian, French	2	2					2	2
Chinese	23	5					23	5
Croatian	419	295	152	74	190	148	77	73
Dalmatian	68	28	54	16	10	8	4	4
Danish	17	17					17	17
Dutch	12	12	2	2	6	6	4	4
Finnish	225	170	61	38	54	39	110	93
French	61	43	16	5	18	12	27	26
German	159	137	42	25	38	33	79	79
Greek	66	29	49	14	17	15		
Herzegovinian	6	5	5	4			1	1
Italian, North	1,175	634	562	179	351	232	262	223
Italian, South	474	237	216	62	141	85	117	90
Italian (not specified)	3	1	2		1	1		
Japanese	403	202	177	79	185	100	41	23
Korean	13	7	6	3	7	4		
Lithuanian	64	54	6	1	30	27	28	26
Magyar	89	54	38	14	25	19	26	21
Mexican	41	17	15	4	14	8	12	5
Montenegrin	193	109	170	88	22	20	1	1
Norwegian	14	13	6	5	1	1	7	7
Polish	245	133	132	50	59	38	54	45
Portuguese	1	1					1	1
Roumanian	4	4	4	4				
Russian	64	48	23	8	20	19	21	21
Ruthenian	15	8	4		2	1	9	7
Servian	19	10	11	4	4	2	4	4
Slovak	214	133	44	14	57	35	113	84
Slovenian	479	250	229	84	161	92	89	74
Spanish	5	2	1		4	2		
Swedish	55	48	12	6	7	6	36	36
Syrian	2	2	2	2				
Turkish	1	1	1	1				
Austrian (race not specified)	142	104	49	24	41	32	52	48
Belgian (race not specified)	3	3			2	2	1	1
Swiss (race not specified)	1	1			1	1		
Total	4,837	2,853	2,132	828	1,480	998	1,225	1,027

Table 211.—*Number of foreign-born male employees who read and write English, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read English.	Read and write English.
Armenian	1		
Bohemian and Moravian	54	23	19
Bosnian	1		
Bulgarian	4		
Canadian, French	2	1	1
Chinese	23		
Croatian	419	89	81
Dalmatian	68	16	15
Danish	17	17	17
Dutch	12	8	8
Finnish	225	90	77
French	61	21	18
German	159	109	94
Greek	66	18	10
Herzegovinian	6		
Italian, North	1,175	240	167
Italian, South	474	56	47
Italian (not specified)	3		
Japanese	403	207	203
Korean	13	6	5
Lithuanian	64	38	32
Magyar	89	23	18
Mexican	41	5	4
Montenegrin	193	34	34
Norwegian	14	12	11
Polish	245	56	46
Portuguese	1	1	1
Roumanian	4	2	1
Russian	64	25	21
Ruthenian	15	5	4
Servian	19	2	2
Slovak	214	62	47
Slovenian	479	121	106
Spanish	5	1	1
Swedish	55	42	39
Syrian	2	1	1
Turkish	1		
Austrian (race not specified)	142	42	30
Belgian (race not specified)	3		
Swiss (race not specified)	1	1	1
Total	4,837	1,374	1,161

Table 212.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Armenian	1	1	1
Bohemian and Moravian	54	54	53
Bosnian	1	1	1
Bulgarian	4	4	4
Canadian, French	2	1	1
Chinese	23	20	26
Croatian	419	356	356
Dalmatian	68	42	40
Danish	17	17	16
Dutch	12	7	7

TABLE 212.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Finnish	225	222	221
French	61	53	52
German	159	144	141
Greek	66	60	60
Herzegovinian	6	4	3
Italian, North	1,175	1,075	1,069
Italian, South	474	323	314
Italian (not specified)	3	3	3
Japanese	403	388	387
Korean	13	13	13
Lithuanian	64	58	56
Magyar	80	79	77
Mexican	41	26	25
Montenegrin	193	164	162
Norwegian	14	14	14
Polish	245	208	200
Portuguese	1	....	....
Roumanian	4	4	4
Russian	64	57	55
Ruthenian	15	13	13
Servian	19	17	17
Slovak	214	171	168
Slovenian	479	431	424
Spanish	6	5	5
Swedish	55	54	54
Syrian	2	2	2
Turkish	1	1	1
Austrian (race not specified)	142	127	125
Belgian (race not specified)	3	3	3
Swiss (race not specified)	1	1	1
Total	4,837	4,223	4,168

TABLE 213.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	729	655	652
Negro	114	105	101
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	50	48	48
Belgium	3	3	3
Canada	10	10	10
China	2	2	2
Denmark	8	8	8
England	167	165	164
Finland	4	4	4
France	8	8	8
Germany	56	55	55
Ireland	51	51	51
Italy	43	41	41
Mexico	4	2	2
Netherlands	1	1	1
Norway	2	2	2
Russia	8	8	8
Scotland	92	92	92
Sweden	11	11	11
Switzerland	3	3	3
Wales	85	85	85
Africa (country not specified)	1	1	1
Total	609	600	599
Total native-born	1,452	1,360	1,352

TABLE 213.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Foreign-born, by race:			
Armenian	1	1	1
Bohemian and Moravian	54	54	53
Bosnian	1	1	1
Bulgarian	4	4	4
Canadian, French	2	2	2
Canadian, Other	53	53	53
Chinese	23	20	20
Croatian	419	359	357
Dalmatian	68	42	41
Danish	17	17	17
Dutch	12	11	11
English	418	413	412
Finnish	225	225	225
French	61	58	58
German	159	156	154
Greek	66	60	60
Herzegovinian	6	4	3
Irish	35	32	31
Italian, North	1,175	1,091	1,085
Italian, South	474	332	324
Italian (not specified)	3	3	3
Japanese	403	388	387
Korean	13	13	13
Lithuanian	64	58	56
Magyar	80	80	78
Mexican	41	26	25
Montenegrin	193	164	162
Norwegian	14	14	14
Polish	245	209	202
Portuguese	1	1	1
Roumanian	4	4	4
Russian	64	58	57
Ruthenian	15	13	13
Scotch	167	166	166
Scotch-Irish	1	1	1
Servian	19	17	17
Slovak	214	180	177
Slovenian	479	434	429
Spanish	5	5	5
Swedish	55	55	55
Syrian	2	2	2
Turkish	1	1	1
Welsh	216	206	206
Austrian (race not specified)	142	128	126
Belgian (race not specified)	3	3	3
Swiss (race not specified)	1	1	1
Total foreign-born	5,727	5,167	5,118
Grand total	7,179	6,827	6,470

Table 214.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race of individual.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	8	2	3	.....	5	.....	1	2	3	2	4	2	8
Bosnian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Bulgarian	1	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....	1
Canadian, French	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Canadian, Other	16	5	.....	.....	5	4	2	5	11	9	2	5	16
Croatian	152	79	19	12	110	6	9	27	42	85	28	39	152
Dalmatian	10	7	1	.....	8	1	.....	1	2	8	1	1	10
Danish	6	.....	.....	.....	.....	.....	1	5	6	.....	1	5	6
Dutch	5	2	.....	.....	2	1	1	1	3	3	1	1	5
English	107	7	14	.....	21	5	5	76	86	12	19	76	107
Finnish	79	20	14	1	35	12	9	23	44	32	23	24	79
French	26	9	4	2	15	2	6	3	11	11	10	5	26
German	75	13	14	3	30	2	7	36	45	15	21	39	75
Greek	5	5	.....	.....	5	.....	.....	.....	.....	5	.....	.....	5
Herzegovinian	1	.....	.....	.....	.....	.....	.....	1	1	.....	.....	1	1
Irish	12	3	.....	.....	3	.....	1	8	9	3	1	8	12
Italian, North	409	150	68	29	247	24	37	101	162	174	105	130	409
Italian, South	161	46	27	17	90	14	16	41	71	60	43	58	161
Lithuanian	24	9	4	1	14	2	.....	8	10	11	4	9	24
Magyar	33	15	3	.....	18	6	1	8	15	21	4	8	33
Mexican	10	5	1	1	7	2	1	.....	3	7	2	1	10
Montenegrin	11	8	2	.....	10	.....	1	.....	1	8	3	.....	11
Norwegian	6	.....	1	.....	1	1	2	2	5	1	3	2	6
Polish	73	30	7	4	41	13	8	12	33	43	15	16	73
Russian	21	9	.....	3	12	5	.....	4	9	14	.....	7	21
Ruthenian	3	1	.....	.....	1	.....	2	.....	2	1	2	.....	3
Scotch	50	6	7	1	14	1	4	31	36	7	11	32	50
Servian	6	3	.....	.....	3	1	.....	2	3	4	.....	2	6
Slovak	75	12	9	2	23	18	7	27	52	30	16	29	75
Slovenian	167	64	41	8	113	14	13	27	54	78	54	35	167
Spanish	3	2	1	.....	3	.....	.....	.....	.....	2	1	.....	3
Swedish	24	1	2	1	4	2	2	16	20	3	4	17	24
Welsh	78	4	9	.....	13	5	6	54	65	9	15	54	78
Austrian (race not specified)	49	16	7	4	27	2	5	15	22	18	12	19	49
Belgian (race not specified)	3	2	.....	.....	2	.....	.....	1	1	2	.....	1	3
Swiss (race not specified)	1	.....	.....	1	1	.....	.....	.....	.....	.....	.....	1	1
Total	1,712	507	288	90	885	142	147	538	827	649	435	628	1,712

LUMBER AND SHINGLE INDUSTRIES OF OREGON AND WASHINGTON.

TABLE 215.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	739		1	1	5	96	295	165	91	39	46
Negro	2				1	1					
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	4				1	1	1			1	
Belgium	2						1		1		
Canada	36				1	3	15	11	2	2	2
Denmark	12					1	5	1	2		3
England	36					5	15	10	2	2	2
Finland	2						2				
France	8					1	4	2	1		
Germany	82					6	39	22	8	3	4
Hawaii	1					1					
Iceland	1						1				
Ireland	49					4	20	16	6		3
Italy	2								1		1
Netherlands	3							1	1	1	
Norway	39			1	2	8	16	5	2	1	4
Portugal	1								1		
Russia	4					1	1		1		1
Scotland	20					5	6		5	1	3
Sweden	33					4	17	3	6		3
Switzerland	11					1	6	3		1	
Wales	2						1	1			
Total	348			1	4	41	150	75	30	12	26
Total native-born	1,089		1	2	10	138	445	240	130	51	72
Foreign-born, by race:											
Bohemian and Moravian	12					1	10	1			
Bulgarian	1						1				
Canadian, French	17					2	4	2	3	4	2
Canadian, Other	124				1	17	42	23	17	6	18
Croatian	6					2	3	1			
Dalmatian	89				3	66	18		2		
Danish	32					7	13	4	2	4	2
Dutch	5					1	2	1	1		
East Indian	3				2		1				
English	52				2	6	25	9	4	4	2
Filipino	7				4	1	2				
Finnish	150				1	25	105	11	6	2	
Flemish	2							1	1		
French	16						9	4	2	1	
German	132					37	54	29	5	5	2
Greek	91				16	50	23	2			
Hawaiian	2						2				
Irish	30				2	7	10	3	6	1	1
Italian, North	56				13	13	9	1	18	2	
Italian, South	26			1	7	12	4		2		

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 215.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Foreign-born, by race—Con.											
Japanese	227		1	76	84	45	19	2			
Lithuanian	5						5				
Magyar	3					2	1				
Mexican	4				1			3			
Montenegrin	9					7	2				
Norwegian	304				6	73	166	36	14	5	4
Polish	36					10	22	4			
Portuguese	2							2			
Roumanian	5					2	3				
Russian	62					19	36	6		1	
Ruthenian	1					1					
Scotch	28					5	9	7	3	3	1
Scotch-Irish	1					1					
Servian	5					3	1	1			
Slovak	28					20	7	1			
Slovenian	12				1	4	7				
Spanish	10				2	1	2		5		
Swedish	356				3	47	208	56	22	12	8
Turkish	6					2	4				
Welsh	2						1				1
West Indian	1				1						
Austrian (race not specified)	16				5	6	4	1			
South American (race not specified)	8				2	1	4	1			
Swiss (race not specified)	2					1	1				
Total foreign-born	1,986		1	77	156	497	839	212	113	50	41
Grand total	3,075		2	79	166	635	1,284	452	243	101	113

Table 216.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father, White	32	......	2	3	4	7	15	1	......	......	......
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	......	1	......	......	......	......	......	......	......	......
Canada	3	......	2	......	......	1	......	......	......	......	......
Denmark	1	......	......	......	1	......	......	......	......	......	......
England	2	......	......	......	......	......	2	......	......	......	......
Germany	7	1	......	......	1	2	3	......	......	......	......
Ireland	2	......	2	......	......	......	......	......	......	......	......
Italy	2	......	......	......	2	......	......	......	......	......	......
Norway	8	......	1	1	2	3	1	......	......	......	......
Sweden	6	......	2	......	2	1	1	......	......	......	......
Switzerland	1	......	......	......	......	1	......	......	......	......	......
Total	33	1	8	1	8	8	7	......	......	......	......
Total native-born	65	1	10	4	12	15	22	1	......	......	......
Foreign-born, by race:											
Canadian (other than French)	2	......	......	......	......	......	2	......	......	......	......
Dalmatian	1	......	......	1	......	......	......	......	......	......	......
German	1	......	......	......	......	......	1	......	......	......	......
Italian, North	1	......	1	......	......	......	......	......	......	......	......
Italian, South	2	......	......	1	1	......	......	......	......	......	......
Japanese	1	......	......	1	......	......	......	......	......	......	......
Norwegian	7	......	......	1	2	3	1	......	......	......	......
Swedish	1	......	......	......	......	1	......	......	......	......	......
Total foreign-born	16	......	1	4	3	4	4	......	......	......	......
Grand total	81	1	11	8	15	19	26	1	......	......	......

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 217.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	12	1	......	2	3	......	2	1	......	3
Bulgarian	1	......	......	......	......	1	......	......	......	......
Canadian, French	19	......	......	......	......	1	2	4	12	......
Canadian, Other	134	1	6	3	7	2	24	12	9	70
Croatian	6	......	......	1	4	......	1	......	......	......
Dalmatian	91	......	14	28	17	12	17	1	......	2
Danish	36	......	......	4	1	4	7	4	3	13
Dutch	6	......	2	......	......	......	1	1	1	1
East Indian	3	......	1	2	......	......	......	......	......	......
English	59	4	3	5	4	5	10	2	4	22
Filipino	9	......	2	1	2	......	3	......	1	......
Finnish	149	5	9	28	18	19	43	9	5	13
Flemish	3	......	1	......	......	......	1	......	......	1
French	18	2	1	......	2	1	2	1	3	6
German	141	3	13	13	9	6	10	6	11	70
Greek	95	3	23	36	17	4	8	2	......	2
Hawaiian	2	......	......	......	......	......	1	......	......	1
Hebrew, Russian	1	......	......	......	1	......	......	......	......	......
Irish	33	......	......	5	2	2	3	......	1	20
Italian, North	57	2	3	6	4	8	24	3	2	5
Italian, South	28	......	4	5	3	3	8	4	1	......
Japanese	231	5	13	49	39	23	73	27	1	1
Lithuanian	5	......	1	1	2	1	......	......	......	......
Magyar	3	......	2	......	1	......	......	......	......	......
Mexican	5	......	......	......	......	......	1	1	2	1
Montenegrin	9	......	......	2	3	2	2	......	......	......
Norwegian	337	9	49	42	31	17	77	15	25	72
Polish	37	......	......	9	4	5	9	1	4	5
Portuguese	3	......	......	......	......	......	......	......	......	3
Roumanian	5	......	2	2	......	......	1	......	......	......
Russian	63	12	7	10	5	1	19	1	4	4
Ruthenian	1	......	......	......	1	......	......	......	......	......
Scotch	30	1	......	1	......	......	1	4	2	21
Scotch-Irish	1	......	......	......	......	......	......	......	......	1
Servian	5	......	2	......	1	1	1	......	......	......
Slovak	28	4	10	6	4	1	2	......	1	......
Slovenian	12	1	5	3	2	......	......	......	......	1
Spanish	10	......	1	2	2	2	2	......	......	1
Swedish	390	10	37	47	21	17	96	21	39	102
Turkish	6	......	2	3	......	......	1	......	......	......
Welsh	2	......	1	......	......	......	......	......	......	1
West Indian	1	......	......	......	......	......	1	......	......	......
Austrian (race not specified)	16	1	3	5	3	1	3	......	......	......
South American (race not specified)	8	......	......	......	......	1	4	2	......	1
Swiss (race not specified)	2	......	......	......	......	......	......	......	......	2
Total	2,113	64	217	321	213	140	460	122	131	445

Table 218.—*Present political condition of foreign-born male employees who have been in the United States five years or over and who were 21 years of age or over at time of coming, by race and length of residence.*

[By years in the United States is meant years since first arrival in the United States.]

Race.	Number reporting complete data.	In United States 5 to 9 years.				In United States 10 years or over.				Total.			
		Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.	Aliens.	Having first papers only.	Having second papers.	Total.
Bohemian and Moravian	2	1	......	......	1	......	......	1	1	1	......	1	2
Canadian, French	4	......	1	1	2	......	......	2	2	......	1	3	4
Canadian, Other	45	12	2	1	15	9	6	15	30	21	8	16	45
Croatian	1	1	......	......	1	......	......	......	......	1	......	......	1
Dalmatian	12	9	1	2	12	......	......	......	......	9	1	2	12
Danish	15	1	3	......	4	......	4	7	11	1	7	7	15
Dutch	1	......	......	......	......	......	......	1	1	......	......	1	1
English	14	2	3	1	6	......	2	6	8	2	5	7	14
Finnish	40	12	16	2	30	1	6	3	10	13	22	5	40
Flemish	1	1	......	......	1	......	......	......	......	1	......	......	1
French	6	......	......	1	1	1	2	2	5	1	2	3	6
German	43	4	3	......	7	1	9	26	36	5	12	26	43
Greek	9	5	1	......	6	......	1	2	3	5	2	2	9
Irish	9	1	1	......	2	......	1	6	7	1	2	6	9
Italian, North	23	11	7	......	18	1	3	1	5	12	10	1	23
Italian, South	5	1	1	......	2	1	......	2	3	2	1	2	5
Mexican	3	1	......	......	1	2	......	......	2	3	......	......	3
Montenegrin	2	2	......	......	2	......	......	......	......	2	......	......	2
Norwegian	102	16	24	2	42	2	11	47	60	18	35	40	102
Polish	8	2	2	......	4	......	1	3	4	2	3	3	8
Portuguese	1	......	......	......	......	......	1	......	1	......	1	......	1
Russian	17	8	5	1	14	1	......	2	3	9	5	3	17
Scotch	13	1	......	......	1	2	1	9	12	3	1	9	13
Scotch-Irish	1	......	......	......	......	......	......	1	1	......	......	1	1
Slovak	3	1	1	......	2	......	......	1	1	1	1	1	3
Spanish	2	1	......	......	1	......	......	1	1	1	......	1	2
Swedish	140	9	45	5	59	1	20	60	81	10	65	65	140
Turkish	1	1	......	......	1	......	......	......	......	1	......	......	1
Welsh	1	......	......	......	......	......	......	1	1	......	......	1	1
Austrian (race not specified)	3	3	......	......	3	......	......	......	......	3	......	......	3
South American (race not specified)	7	4	......	......	4	2	......	1	3	6	......	1	7
Swiss (race not specified)	1	......	......	......	......	......	1	......	1	......	1	......	1
Total	535	110	116	16	242	24	69	200	293	134	185	216	535

TABLE 219.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		18 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	855	69	1		70	157	96	3	256	101	216	11	328	12	171	18	201	339	484	32	855
Negro	2					1			1		1		1					1	1		2
Native-born of foreign father, by country of father:																					
Austria-Hungary	6	2			2		1		1	2	1		3					4	2		6
Belgium	2	1			1										1		1	1	1		2
Canada	47	4			4	10	6	1	17	4	13		17	2	7		9	20	26	1	47
Denmark	16	1			1	9	2		11					2	2		4	12	4		16
England	48	5			5	5	3		8	5	16	1	22	3	7	3	13	18	26	4	48
Finland	2	1			1	1			1									2			2
France	9					1	1		2	1	4		5		2		2	2	7		9
Germany	109	13			13	21	12		33	16	26	1	43	3	15	2	20	53	53	3	109
Hawaii	1						1		1										1		1
Iceland	1					1			1									1			1
Ireland	57	2			2	8	4		12	9	17	1	27	2	12	2	16	21	33	3	57
Italy	3	2			2						1		1					2	1		3
Netherlands	3						1		1	1			1		1		1	1	2		3
Norway	51	15			15	18	5		23	3	9		12		1		1	36	15		51
Portugal	1					1			1									1			1
Russia	4	1			1					2	1		3					3	1		4
Scotland	26	3			3	3			3	2	4		6	2	10	2	14	10	14	2	26
Sweden	40	9			9	18	3		21	2	7		9		1		1	29	11		40
Switzerland	13	1			1	4			4		5		5		3		3	5	8		13
Wales	2						1		1	1			1					1	1		2
Total	441	60			60	100	40	1	141	48	104	3	155	14	62	9	85	222	206	13	441
Total native-born	1,298	129	1		130	258	136	4	398	149	321	14	484	26	233	27	286	562	691	45	1,298
Foreign-born, by race:																					
Bohemian and Moravian	12					4	2	1	7		4		4		1		1	4	7	1	12
Bulgarian	1														1		1		1		1
Canadian, French	20									1	10	1	12		6	2	8	1	16	3	20
Canadian, Other	136	4		1	5	25	10		35	8	37	2	47	8	40	1	49	45	87	4	136
Croatian	6									1	3		4		2		2	1	5		6

Dalmatian	91	9			9	29	11	1	41	5	28	2	35		6		6	43	45	3	91
Danish	36	1			1	6	2		8	10	6	1	17	1	7	2	10	18	15	3	36
Dutch	6						3		3	1	1		2		1		1	1	5		6
East Indian	3					1			1	1	1		2					2	1		3
English	59	1			1	12	6	1	19	8	13	1	22	2	12	3	17	23	31	5	59
Filipino	9					7	1		8			1	1					7	1	1	9
Finnish	150	5	1		6	65	17		82	27	24	2	53	3	5	1	9	100	47	3	150
Flemish	3					1			1		1		1		1		1	1	2		3
French	18					3	1		4	3	5	1	9		5		5	6	11	1	18
German	141	6			6	23	15		38	11	28	1	40	5	46	6	57	45	89	7	141
Greek	95	6			6	48	2		50	11	22	1	34	1	4		5	66	28	1	95
Hawaiian	2					1			1					1			1	2			2
Hebrew, Russian	1					1			1									1			1
Irish	33					9	1		10	6	3		9	8	6		14	23	10		33
Italian, North	56	2			2	20	9		29	5	16	1	22	1	2		3	28	27	1	56
Italian, South	28	4			4	12	2		14	3	6		9		1		1	19	9		28
Japanese	231	7			7	70	15		85	51	72	1	124	6	9		15	134	96	1	231
Lithuanian	5					4			4		1		1					4	1		5
Magyar	3					2	1		3									2	1		3
Mexican	5	1			1						2		2		1	1	2	1	3	1	5
Montenegrin	9					4			4	1	2		3	1	1		2	6	3		9
Norwegian	335	16			16	137	29	1	167	30	54	7	91	6	52	3	61	189	135	11	335
Polish	37	2			2	16	5		21	2	10		12		1	1	2	20	16	1	37
Portuguese	3														2	1	3		2	1	3
Roumanian	5					4	1		5									4	1		5
Russian	63	3			3	14	14		28	3	24		27		5		5	20	43		63
Ruthenian	1						1		1										1		1
Scotch	30					5	1		6	7	5		12	1	6	5	12	13	12	5	30
Scotch-Irish	1														1		1		1		1
Servian	5					2	1		3		2		2					2	3		5
Slovak	28	1			1	5	4		9		14	1	15		3		3	6	21	1	28
Slovenian	12	1			1	5	1		6	1	4		5					7	5		12
Spanish	10					2			2		7		7		1		1	2	8		10
Swedish	390	16			16	120	38		158	56	76	4	136	13	62	5	80	215	166	9	390
Turkish	6					2	2		4		2		2					2	4		6
Welsh	2					1			1					1			1	2			2
West Indian	1									1			1					1			1
Austrian (race not specified)	16					7	1		8	2	6		8					9	7		16
South American (race not specified)	8									5	1		6		2		2	5	3		8
Swiss (race not specified)	2														2		2		2		2
Total foreign-born	2,114	85	1	1	87	677	186	4	867	260	490	27	777	58	294	31	383	1,080	971	63	2,114
Grand total	3,412	214	2	1	217	935	322	8	1,265	409	811	41	1,261	84	527	58	669	1,642	1,662	108	3,412

TABLE 220.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife—	
		In United States.	Abroad.
Bohemian and Moravian	7	4	3
Bulgarian	1		1
Canadian, French	16	16	
Canadian, Other	87	86	1
Croatian	5	2	3
Dalmatian	45	13	32
Danish	15	15	
Dutch	5	5	
East Indian	1		1
English	31	29	2
Filipino	1		1
Finnish	47	39	8
Flemish	3	3	
French	11	10	1
German	89	75	14
Greek	27	2	25
Irish	10	10	
Italian, North	27	19	8
Italian, South	9	5	4
Japanese	96	34	62
Magyar	1	1	
Mexican	3	2	1
Montenegrin	3	1	2
Norwegian	135	119	16
Polish	16	5	11
Portuguese	2	2	
Roumanian	1		1
Russian	43	33	10
Ruthenian	1	1	
Scotch	12	12	
Scotch-Irish	1	1	
Servian	3		3
Slovak	21	5	16
Slovenian	5		5
Spanish	8	6	2
Swedish	165	147	18
Turkish	4	2	2
Austrian (race not specified)	7	3	4
South American (race not specified)	3	3	
Swiss (race not specified)	2	2	
Total	968	711	257

TABLE 221.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Native-born of native father:			
White	862	858	858
Negro	2	2	2
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	6	6	6
Belgium	2	2	2
Canada	48	47	47
Denmark	16	16	16
England	48	48	48
Finland	2	2	2
France	9	9	9
Germany	109	104	104
Hawaii	1	1	1
Iceland	1	1	1
Ireland	57	57	57
Italy	4	4	4
Netherlands	3	3	3
Norway	52	52	52
Portugal	1	1	1
Russia	4	4	4
Scotland	26	26	26
Sweden	43	43	43
Switzerland	13	13	13
Wales	2	2	2
Total	447	441	441
Total native-born	1,311	1,301	1,301
Foreign-born, by race:			
Bohemian and Moravian	12	10	10
Bulgarian	1	1	1
Canadian, French	19	16	16
Canadian, Other	136	134	133
Croatian	6	4	4
Dalmatian	91	75	75
Danish	36	35	35
Dutch	6	6	6
East Indian	3	2	2
English	59	58	58
Filipino	9	7	7
Finnish	149	142	139
Flemish	3	3	3
French	18	18	18
German	141	136	136
Greek	95	89	83
Hawaiian	2	2	2
Hebrew, Russian	1	1	1
Irish	33	33	33
Italian, North	58	56	50
Italian, South	29	22	22
Japanese	231	227	226
Lithuanian	4	4	4
Magyar	3	3	3
Mexican	5	4	4
Montenegrin	9	9	9
Norwegian	337	326	324
Polish	37	31	30
Portuguese	3	3	3
Roumanian	5	5	5
Russian	63	56	55
Ruthenian	1	1	1
Scotch	30	30	30
Scotch-Irish	1	1	1
Servian	5	4	4
Slovak	26	24	23

TABLE 221.—*Literacy of male employees, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Foreign-born, by race—Continued.			
Slovenian	12	10	10
Spanish	10	9	9
Swedish	390	389	389
Turkish	6	4	4
Welsh	2	2	2
West Indian	1		
Austrian (race not specified)	15	12	12
South American (race not specified)	8	7	7
Swiss (race not specified)	2	2	2
Total	2,112	2,023	2,000
Grand total	3,423	3,323	3,301

TABLE 222.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States. Under 5. Number.	Under 5. Number who speak English.	5 to 9. Number.	5 to 9. Number who speak English.	10 or over. Number.	10 or over. Number who speak English.
Bohemian and Moravian	12	9	6	3	2	2	4	4
Bulgarian	1		1					
Canadian, French	19	19	1	1	2	2	16	16
Croatian	6	2	5	2	1			
Dalmatian	91	53	71	38	17	12	3	3
Danish	36	32	9	7	7	7	20	18
Dutch	6	5	2	1	1	1	3	3
East Indian	3		3					
Filipino	9	7	5	4	3	2	1	1
Finnish	149	106	79	48	43	31	27	27
Flemish	3	3	1	1	1	1	1	1
French	18	16	6	4	2	2	10	10
German	141	134	44	40	10	10	87	84
Greek	95	42	83	32	8	7	4	3
Hawaiian	2	2			1	1	1	1
Hebrew, Russian	1	1	1	1				
Italian, North	56	34	23	11	23	13	10	10
Italian, South	28	22	15	9	8	8	5	5
Japanese	231	86	129	42	73	26	29	18
Lithuanian	4	4	4	4				
Magyar	3	1	3	1				
Mexican	5	5			1	1	4	4
Montenegrin	9	6	7	4	2	2		
Norwegian	337	296	148	112	77	73	112	111
Polish	37	29	18	10	9	9	10	10
Portuguese	3	3					3	3
Roumanian	5	4	4	3	1	1		
Russian	63	42	35	15	19	18	9	9
Ruthenian	1		1					
Servian	5	3	4	2	1	1		
Slovak	28	10	25	7	2	2	1	1
Slovenian	12	9	11	8			1	1
Spanish	10	6	7	3	2	2	1	1
Swedish	390	352	132	100	96	93	162	159
Turkish	6	3	5	2	1	1		
West Indian	1	1			1	1		
Austrian (race not specified)	15	13	12	10	3	3		
South American (race not specified)	8	8	1	1	4	4	3	3
Swiss (race not specified)	2	2					2	2
Total	1,851	1,370	901	526	421	336	529	508

OTHER INDUSTRIES.

CEMENT.

TABLE 223.—*Number of male employees for whom information was secured, by genera nativity and race.*

General nativity and race.	Total number.
Native-born of native father:	
White	241
Negro	40
Native-born of foreign father, by country of birth of father:	
Austria-Hungary	2
Canada	9
Chile	1
England	19
Germany	38
Ireland	36
Mexico	3
Netherlands	2
Norway	2
Portugal	3
Scotland	8
Spain	1
Sweden	2
West Indies (other than Cuba)	1
Total	127
Total native-born	408
Foreign-born, by race:	
Bohemian and Moravian	1
Bosnian	1
Bulgarian	16
Canadian, French	3
Canadian, Other	18
Chinese	6
Croatian	7
Dalmatian	38
Danish	6
Dutch	2
Foreign-born, by race—Continued.	
English	25
Finnish	2
Flemish	1
French	5
German	30
Greek	46
Herzegovinian	1
Irish	25
Italian, North	170
Italian, South	122
Japanese	3
Lithuanian	1
Magyar	6
Mexican	155
Montenegrin	15
Norwegian	18
Polish	9
Portuguese	63
Roumanian	8
Russian	22
Ruthenian	2
Scotch	8
Servian	15
Slovak	10
Slovenian	7
Spanish	41
Swedish	22
Syrian	1
Turkish	4
Welsh	4
Swiss (race not specified)	1
Total foreign-born	940
Grand total	1,348

TABLE 224.—*Number of male employees 18 years of age or over earning each specified amount per day, by general nativity and race.**

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.									
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.	$4 or over.
Native-born of native father:											
White	234	2	.....	1	4	34	53	43	40	28	29
Negro	40	.....	.....	.....	6	3	21	3	6	.....	1
Native-born of foreign father, by country of birth of father:											
Austria-Hungary	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Canada	8	.....	.....	1	.....	.....	3	.....	2	1	1
Chile	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
England	19	.....	.....	.....	.....	4	3	3	2	3	4
Germany	35	.....	.....	1	.....	4	11	7	4	2	6
Ireland	36	5	.....	.....	.....	14	4	6	3	.....	4
Mexico	3	.....	.....	.....	.....	1	1	.....	1	.....	.....
Netherlands	2	.....	.....	.....	.....	1	.....	.....	.....	1	.....
Norway	2	.....	.....	.....	.....	1	.....	.....	1	.....	.....
Portugal	2	.....	.....	.....	.....	.....	.....	.....	1	1	.....
Scotland	8	.....	.....	.....	.....	1	1	2	1	3	.....
Spain	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
Sweden	2	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
West Indian (other than Cuban)	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Total	121	5	.....	2	.....	26	27	18	17	11	15
Total native-born	395	7	.....	3	10	63	101	64	63	39	45
Foreign-born, by race:											
Bohemian and Moravian	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Bosnian	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Bulgarian	16	.....	.....	.....	.....	.....	15	1	.....	.....	.....
Canadian, French	3	.....	.....	.....	.....	1	.....	.....	.....	1	1
Canadian, Other	18	.....	.....	1	1	3	3	1	4	4	1
Chinese	5	.....	1	.....	.....	.....	2	.....	2	.....	.....
Croatian	7	.....	.....	.....	2	1	3	.....	1	.....	.....
Dalmatian	38	.....	.....	.....	.....	10	28	.....	.....	.....	.....
Danish	6	.....	.....	.....	.....	3	.....	.....	2	.....	1
Dutch	2	.....	.....	.....	.....	2	.....	.....	.....	.....	.....
English	24	.....	.....	.....	.....	4	1	3	4	7	5
Finnish	2	.....	.....	.....	.....	1	.....	.....	.....	1	.....
Flemish	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....
French	5	.....	.....	.....	.....	1	4	.....	.....	.....	.....
German	30	.....	.....	.....	.....	9	5	2	8	6	.....
Greek	45	.....	.....	.....	.....	10	25	3	7	.....	.....
Herzegovinian	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Irish	25	1	.....	.....	.....	12	2	4	3	1	2
Italian, North	170	.....	.....	.....	1	39	79	41	5	5	.....
Italian, South	121	.....	.....	.....	3	58	42	14	4	.....	.....
Japanese	3	.....	.....	.....	1	.....	2	.....	.....	.....	.....
Lithuanian	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....
Magyar	6	.....	.....	.....	.....	1	.....	2	2	1	.....
Mexican	152	.....	.....	11	60	49	31	1	.....	.....	.....
Montenegrin	15	.....	.....	.....	.....	.....	15	.....	.....	.....	.....
Norwegian	18	.....	.....	1	.....	6	4	3	1	2	1
Polish	9	.....	.....	.....	1	3	1	3	.....	1	.....
Portuguese	62	1	.....	.....	.....	18	34	4	3	1	1
Roumanian	8	.....	.....	.....	.....	5	1	.....	.....	1	1
Russian	22	.....	.....	.....	.....	13	6	.....	.....	3	.....
Ruthenian	2	.....	.....	.....	.....	.....	2	.....	.....	.....	.....
Scotch	8	.....	.....	.....	.....	1	2	.....	4	1	.....
Servian	15	.....	.....	.....	1	6	6	1	1	.....	.....
Slovak	10	.....	.....	.....	.....	9	1	.....	.....	.....	.....
Slovenian	7	.....	.....	.....	.....	3	3	1	.....	.....	.....
Spanish	40	.....	.....	.....	.....	33	6	1	.....	.....	.....
Swedish	22	.....	.....	1	.....	12	2	4	1	2	.....
Syrian	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
Turkish	4	.....	.....	.....	.....	1	3	.....	.....	.....	.....
Welsh	4	.....	.....	.....	.....	1	1	1	.....	1	.....
Swiss (race not specified)	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....
Total foreign-born	931	2	1	14	72	318	329	91	53	38	13
Grand total	1,326	9	1	17	82	381	430	155	116	77	58

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* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 225.—*Number of male employees 14 and under 18 years of age earning each specified amount per day, by general nativity and race.* *

General nativity and race.	Number reporting complete data.	Number earning each specified amount per day.								
		Under $1.	$1 and under $1.25.	$1.25 and under $1.50.	$1.50 and under $1.75.	$1.75 and under $2.	$2 and under $2.50.	$2.50 and under $3.	$3 and under $3.50.	$3.50 and under $4.
Native-born of native father, White.	7			1		2	4			
Native-born of foreign father, by country of birth of father:										
Austria-Hungary	1						1			
Canada	1						1			
Germany	3				2				1	
Portugal	1				1					
Total	6				3		2		1	
Total native-born	13			1	3	2	6		1	
Foreign-born, by race:										
Chinese	1					1				
English	1				1					
Italian, South	1					1				
Mexican	3			3						
Portuguese	1				1					
Spanish	1					1				
Total foreign-born	8			3	2	3				
Grand total	21			4	5	5	6		1	

* This table shows wages or earnings for the period indicated, but no account is taken of voluntary lost time or lost time from shutdowns or other causes.

Table 226.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Bohemian and Moravian	1			1						
Bulgarian	16		4	9	2		1			
Canadian, French	3			1			1			1
Canadian, Other	18	1		1		1	4		2	9
Chinese	6			1				1		4
Croatian	7		1	2		2	2			
Dalmatian	38		5	16	8	5	4			
Danish	6		2	1		1	1			1
Dutch	2			1	1					
English	25			1	2	3	8		2	9
Finnish	2							1	1	
Flemish	1				1					
French	5					1	2	1		1
German	30	2	3	3	2		3	1	6	10
Greek	46	1	10	12	6	6	10	1		
Herzegovinian	1			1						
Irish	25		1			2	5	1	1	15
Italian, North	170	3	40	43	23	16	35	7	2	1
Italian, South	122	3	16	26	15	12	27	16	3	4
Japanese	3			1			2			
Lithuanian	1									1
Magyar	6		1	2			3			
Mexican	155	18	16	19	14	11	64	8	3	2
Montenegrin	15		4	8	2	1				
Norwegian	18	1	1	4			4	4	3	1
Polish	9	1	2		1		2	3		
Portuguese	63	1	19	8	2	6	14	6		7
Roumanian	8		5	1			2			
Russian	22	2	7	2	4	4	3			
Ruthenian	2						2			

Table 226.—*Number of foreign-born male employees in the United States each specified number of years, by race*—Continued.

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Scotch	8	......	2	1	3	1	......	......	......	1
Servian	15	......	1	2	1	......	8	1	1	1
Slovak	10	......	7	3	......	......	......	......	......	......
Slovenian	7	......	3	2	......	......	1	1	......	......
Spanish	41	......	18	14	3	3	2	......	......	1
Swedish	22	......	1	3	1	......	9	......	1	7
Syrian	1	......	......	......	......	......	1	......	......	......
Turkish	4	......	1	2	......	......	1	......	......	......
Welsh	4	1	......	......	......	1	......	1	1	......
Swiss (race not specified)	1	......	......	......	1	......	......	......	......	......
Total	939	34	170	191	92	76	221	53	26	76

Table 227.—*Ability to speak English of foreign-born male employees, by years in the United States and race.*

[By years in the United States is meant years since first arrival in the United States. This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who speak English.	Years in United States.					
			Under 5.		5 to 9.		10 or over.	
			Number.	Number who speak English.	Number.	Number who speak English.	Number.	Number who speak English.
Bohemian and Moravian	1	1	1	1	......	......	......	......
Bulgarian	16	9	15	8	1	1	......	......
Canadian, French	3	3	1	1	1	1	1	1
Chinese	6	5	1	1	......	......	5	4
Croatian	7	4	5	2	2	2	......	......
Dalmatian	38	25	34	21	4	4	......	......
Danish	6	6	4	4	1	1	1	1
Dutch	2	1	2	1	......	......	......	......
Finnish	2	1	......	......	......	......	2	1
Flemish	1	1	1	1	......	......	......	......
French	5	3	1	......	2	2	2	1
German	30	28	10	9	3	3	17	16
Greek	46	22	35	13	10	9	1	......
Herzegovinian	1	......	1	......	......	......	......	......
Italian, North	170	100	125	68	35	25	10	7
Italian, South	122	50	72	21	27	19	23	10
Japanese	3	2	1	1	2	1	......	......
Lithuanian	1	......	......	......	......	......	1	......
Magyar	6	5	3	2	3	3	......	......
Mexican	155	14	78	1	64	9	13	4
Montenegrin	15	5	15	5	......	......	......	......
Norwegian	18	14	6	5	4	3	8	6
Polish	9	9	4	4	2	2	3	3
Portuguese	63	39	36	14	14	12	13	13
Roumanian	8	3	6	1	2	2	......	......
Russian	22	9	19	8	3	1	......	......
Ruthenian	2	2	......	......	2	2	......	......
Servian	15	11	4	2	8	7	3	2
Slovak	10	1	10	1	......	......	......	......
Slovenian	7	3	5	2	1	......	1	1
Spanish	41	9	38	8	2	1	1	......
Swedish	22	18	5	3	9	7	8	8
Syrian	1	1	......	......	1	1	......	......
Turkish	4	2	3	1	1	1	......	......
Swiss (race not specified)	1	1	1	1	......	......	......	......
Total	859	407	542	210	204	119	113	78

Table 228.—*Number of foreign-born male employees who read English and number who read and write English, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read English.	Number who— Read and write English.
Bohemian	1	1	......
Bulgarian	16	......	......
Canadian, French	3	3	3
Chinese	6	......	......
Croatian	7	1	1
Dalmatian	38	4	2
Danish	6	6	6
Dutch	2	1	1
Finnish	2	1	1
Flemish	1	1	......
French	5	3	3
German	30	27	26
Greek	46	2	2
Herzegovinian	1	......	......
Italian, North	170	13	9
Italian, South	122	10	7
Japanese	3	1	1
Lithuanian	1	......	......
Magyar	6	5	4
Mexican	155	6	5
Montenegrin	15	......	......
Norwegian	18	14	13
Polish	9	4	3
Portuguese	63	12	10
Roumanian	8	2	2
Russian	22	4	4
Ruthenian	2	2	1
Servian	15	4	4
Slovak	10	......	......
Slovenian	7	......	......
Spanish	41	......	......
Swedish	22	18	17
Syrian	1	1	1
Turkish	4	1	......
Swiss (race not specified)	1	1	1
Total	859	148	127

Table 229.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race.*

[This table includes only non-English-speaking races.]

Race.	Number reporting complete data.	Number who— Read their native language.	Number who— Read and write their native language.
Bohemian	1	1	1
Bulgarian	16	16	15
Canadian, French	3	3	3
Chinese	6	6	6
Croatian	7	7	7
Dalmatian	38	33	33
Danish	6	5	5
Dutch	2	2	2
Finnish	2	2	2
Flemish	1	1	1
French	5	5	5
German	30	30	30
Greek	46	45	45
Herzegovinian	1	1	1
Italian, North	170	167	167
Italian, South	122	89	89
Japanese	3	3	3
Lithuanian	1	1	1

TABLE 229.—*Number of foreign-born male employees who read their native language and number who read and write their native language, by race*—Continued.

Race.	Number reporting complete data.	Number who— Read their native language.	Number who— Read and write their native language.
Magyar	6	6	6
Mexican	153	102	95
Montenegrin	15	13	11
Norwegian	18	18	18
Polish	9	9	9
Portuguese	63	57	55
Roumanian	8	8	8
Russian	22	21	21
Ruthenian	2	2	2
Servian	15	10	10
Slovak	10	10	10
Slovenian	7	5	5
Spanish	41	38	38
Swedish	22	22	22
Syrian	1	1	1
Turkish	4	3	3
Swiss (race not specified)	1	1	1
Total	857	743	731

TABLE 230.—*Number of male employees who read and number who read and write, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of native father:			
White	240	238	238
Negro	40	39	37
Native-born of foreign father, by country of birth of father:			
Austria-Hungary	2	2	2
Canada	9	9	9
Chile	1	1	1
England	19	19	19
Germany	38	38	38
Ireland	36	36	35
Mexico	3	3	2
Netherlands	2	2	2
Norway	2	2	2
Portugal	3	3	3
Scotland	8	8	8
Spain	1	1	1
Sweden	2	2	2
West Indies (other than Cuba)	1	1	1
Total	127	127	125
Total native-born	407	404	400
Foreign-born, by race:			
Bohemian	1	1	1
Bulgarian	16	16	15
Canadian, French	3	3	3
Canadian, Other	18	18	18
Chinese	6	6	6
Croatian	7	1	1
Dalmatian	38	33	33
Danish	6	6	6
Dutch	2	2	2
English	25	25	25
Finnish	2	2	2
Flemish	1	1	1
French	5	5	5
German	30	30	30
Greek	46	45	45

Table 230.—*Number of male employees who read and number who read and write, by general nativity and race*—Continued.

General nativity and race.	Number reporting complete data.	Number who—	
		Read.	Read and write.
Foreign-born, by race—Continued.			
Herzegovinian	1	1	1
Irish	25	25	25
Italian, North	170	167	167
Italian, South	122	89	89
Japanese	3	3	3
Lithuanian	1	1	1
Magyar	6	6	6
Mexican	155	102	95
Montenegrin	15	13	11
Norwegian	18	18	18
Polish	9	9	9
Portuguese	63	57	55
Roumanian	8	8	8
Russian	22	21	21
Ruthenian	2	2	2
Scotch	8	8	8
Servian	15	10	10
Slovak	10	10	10
Slovenian	7	5	5
Spanish	41	38	38
Swedish	22	22	22
Syrian	1	1	1
Turkish	4	3	3
Welsh	4	4	4
Swiss (race not specified)	1	1	1
Total foreign-born	939	818	806
Grand total	1,346	1,222	1,206

TABLE 231.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of native father:																					
White	241	22			22	69	29	1	99	35	49	1	85	9	23	3	35	135	101	5	241
Negro	40					14	4		18	7	8	2	17	2	3		5	23	15	2	40
Native-born of foreign father, by country of birth of father:																					
Austria-Hungary	2	1			1	1			1									2			2
Canada	9	3			3	1	1		2	3	1		4					7	2		9
Chile	1						1		1										1		1
England	19	1			1	6	2		8	1	4		5	2	3		5	10	9		19
Germany	37	4			4	10	3		13	6	9		15		5		5	20	17		37
Ireland	36					13	1		14	10	3		13	7	1	1	9	30	5	1	36
Mexico	3	1			1						2		2					1	2		3
Netherlands	2						1		1					1			1	1	1		2
Norway	2					1			1		1		1					1	1		2
Portugal	3	1			1	1	1		2									2	1		3
Scotland	8					2	2		4	2			2	1	1		2	5	3		8
Spain	1										1		1						1		1
Sweden	2									1	1		2					1	1		2
West Indies (other than Cuba)	1											1	1							1	1
Total	126	11			11	35	12		47	23	22	1	46	11	10	1	22	80	44	2	126
Total native-born	407	33			33	118	45	1	164	65	79	4	148	22	36	4	62	238	160	9	407
Foreign-born, by race:																					
Bohemian and Moravian	1					1			1									1			1
Bosnian	1										1		1						1		1
Bulgarian	16	1			1	1	6		7	2	6		8					4	12		16
Canadian, French	3					1			1		1		1			1	1	1	1	1	3
Canadian, Other	18					9			9	1	5		6	3			3	13	5		18
Chinese	6	1			1	1	1		1	2			2	1	1		2	4	2		6
Croatian	7					5			5						2		2	5	2		7
Dalmatian	38	6			6	15			15	4	12		16		1		1	25	13		38
Danish	6					4			4		2		2					4	2		6
Dutch	2					2			2									2			2
English	25	1			1	4	4		8	3	5		8	3	4	1	8	11	13	1	25
Finnish	2									2			2					2			2

Flemish	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
French	5	......	......	......	......	3	......	......	3	1	......	......	1	1	......	......	1	5	......	......	5
German	30	1	......	......	1	8	......	......	8	10	4	1	15	2	3	1	6	21	7	2	30
Greek	45	1	......	......	1	24	3	......	27	5	10	......	15	......	2	......	2	30	15	......	45
Herzegovinian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Irish	25	......	......	......	......	5	......	......	5	10	1	1	12	5	2	1	8	20	3	2	25
Italian, North	170	5	......	......	5	63	16	......	79	16	80	2	77	1	6	2	9	85	81	4	170
Italian, South	122	9	......	......	9	53	10	......	63	11	28	1	40	1	9	......	10	74	47	1	122
Japanese	3	......	......	......	......	2	......	......	2	1	......	......	1	......	......	......	......	3	......	......	3
Lithuanian	1	......	......	......	......	......	......	......	......	1	......	......	1	......	......	......	......	1	......	......	1
Magyar	6	......	......	......	......	4	......	......	4	......	2	......	2	......	......	......	......	4	2	......	6
Mexican	155	8	......	......	8	40	32	......	72	13	46	5	64	1	9	1	11	62	87	6	155
Montenegrin	15	2	......	......	2	8	1	......	9	2	1	......	3	......	1	......	1	12	3	......	15
Norwegian	18	......	......	......	......	9	1	......	10	7	......	1	8	......	......	......	......	16	1	1	18
Polish	9	1	......	......	1	4	......	......	4	1	1	......	2	......	2	......	2	6	3	......	9
Portuguese	63	2	......	......	2	22	3	1	26	12	16	......	28	1	6	......	7	37	25	1	63
Roumanian	8	......	......	......	......	......	1	......	1	5	2	......	7	......	......	......	......	5	3	......	8
Russian	22	1	......	......	1	7	......	......	7	7	7	......	14	......	......	......	......	15	7	......	22
Ruthenian	2	......	......	......	......	......	......	......	......	......	1	1	2	......	......	......	......	......	1	1	2
Scotch	8	......	......	......	......	3	1	......	4	3	......	......	3	1	......	......	1	7	1	......	8
Servian	15	1	......	......	1	5	2	......	7	2	3	......	5	......	2	......	2	8	7	......	15
Slovak	10	1	......	......	1	6	2	......	6	1	2	......	3	......	......	......	......	6	4	......	10
Slovenian	7	2	......	......	2	2	......	......	2	1	2	......	3	......	......	......	......	5	2	......	7
Spanish	41	1	......	......	1	23	3	......	26	5	5	......	10	1	3	......	4	30	11	......	41
Swedish	22	......	......	......	......	9	......	......	9	6	1	1	8	4	1	......	5	19	2	1	22
Syrian	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Turkish	4	......	......	......	......	2	......	......	2	......	2	......	2	......	......	......	......	2	2	......	4
Welsh	4	......	......	......	......	......	......	......	......	4	......	......	4	......	......	......	......	4	......	......	4
Swiss (race not specified)	1	......	......	......	......	......	......	......	......	......	1	......	1	......	......	......	......	......	1	......	1
Total foreign-born	930	44	......	......	44	344	86	1	431	139	226	13	378	25	54	7	86	552	306	21	929
Grand total	1,346	77	......	......	77	462	131	2	595	204	305	17	526	47	90	11	148	790	526	30	1,346

SALMON CANNERIES.

TABLE 232.—*Number of employees for whom information was secured, by general nativity and race.*

General nativity and race.	Total number.	General nativity and race.	Total number.
Native-born of foreign father, by country of birth of father:		Foreign-born, by race—Continued.	
China	2	Japanese	368
Finland	2	Korean	2
Korea	1	Norwegian	2
		Swedish	1
Total native-born	5	Total foreign-born	407
Foreign-born, by race:		Grand total	412
Chinese	22		
Finnish	12		

TABLE 233.—*Number of foreign-born male employees in the United States each specified number of years, by race.*

[By years in the United States is meant years since first arrival in the United States. No deduction is made for time spent abroad.]

Race.	Number reporting complete data.	Number in United States each specified number of years.								
		Under 1.	1.	2.	3.	4.	5 to 9.	10 to 14.	15 to 19.	20 or over.
Chinese	22									22
Finnish	12				1	1		1	3	6
Japanese	368	5	23	70	79	33	126	30	2	
Korean	2				1		1			
Norwegian	2						2			
Swedish	1									1
Total	407	5	23	70	81	34	129	31	5	29

TABLE 234.—*Conjugal condition of male employees, by age groups and general nativity and race.*

General nativity and race.	Number reporting complete data.	Number within each specified age group.																			
		16 to 19.				20 to 29.				30 to 44.				45 or over.				Total.			
		Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
Native-born of foreign father, by country of birth of father:																					
China	2	......	......	......	......	1	......	......	1	1	......	......	1	......	......	......	......	2	......	......	2
Finland	2	1	......	......	1	1	......	......	1	......	......	......	......	......	......	......	......	2	......	......	2
Korea	1	......	......	......	......	1	......	......	1	......	......	......	......	......	......	......	......	1	......	......	1
Total native-born	5	1	......	......	1	3	......	......	3	1	......	......	1	......	......	......	......	5	......	......	5
Foreign-born, by race:																					
Chinese	22	......	......	......	......	......	......	......	......	......	2	......	2	11	8	1	20	11	10	1	22
Finnish	12	......	......	......	......	3	......	......	3	1	3	......	4	......	4	1	5	4	7	1	12
Japanese	368	26	......	......	26	188	15	......	203	50	69	1	120	2	16	1	19	266	100	2	368
Korean	2	......	......	......	......	......	......	......	......	1	1	......	2	......	......	......	......	1	1	......	2
Norwegian	2	......	......	......	......	1	1	......	2	......	......	......	......	......	......	......	......	1	1	......	2
Swedish	1	......	......	......	......	......	......	......	......	......	......	......	......	......	1	......	1	......	1	......	1
Total foreign-born	407	26	......	......	26	192	16	......	208	52	75	1	128	13	29	3	45	283	120	4	407
Grand total	412	27	......	......	27	195	16	......	211	53	75	1	129	13	29	3	45	288	120	4	412

Table 235.—*Location of wives of foreign-born employees, by race of husband.*

Race of husband.	Number reporting complete data.	Number reporting wife— In United States.	Number reporting wife— Abroad.
Chinese	10	2	8
Finnish	7	6	1
Japanese	91	3	88
Korean	1		1
Norwegian	1	1	
Swedish	1	1	
Total	111	13	98

Table 236.—*Literacy of male employees, by general nativity and race.*

General nativity and race.	Number reporting complete data.	Number who— Read.	Number who— Read and write.
Native-born of foreign father, by country of birth of father:			
China	2	2	2
Finland	2	2	2
Korea	1	1	1
Total native-born	5	5	5
Foreign-born, by race:			
Chinese	22	20	20
Finnish	12	12	12
Japanese	368	368	368
Korean	2	2	2
Norwegian	2	2	2
Swedish	1	1	1
Total foreign-born	407	405	405
Grand total	412	410	410

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